



ANNISTON



POLICE

DEPARTMENT

ANNUAL REPORT

2020



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Letter from the Chief

To the Mayor, Council, City Manager, and the Citizens of Anniston,

The men and women of the Anniston Police Department are dedicated to providing the excellent service you expect from those who are entrusted to serve and protect our community.

We are no strangers to innovation and challenge in the pursuit of excellence, as demonstrated by our policies and programs. From being one of the first local agencies to implement body-worn cameras (over a decade ago) to obtaining accreditation by the Commission on Accreditation for Law Enforcement Agencies, we continuously look for ways to improve our services.

We are proud of our relationship with the community we serve, and we would like to continue to build on that relationship moving forward. We know public trust is earned through transparency and the day-to-day interactions with our staff. We encourage our staff to seek out opportunities to assist and communicate with the public outside of calls and traffic stops. We believe this will help build good relationships and give us a better understanding of the needs our community.

We were one of the first agencies in our area to expand our footprint to social media, and we realized very quickly that we could reach more people faster with valuable information and updates. Other police agencies have contacted us because of our success with different social media platforms. Police cannot accomplish their mission by themselves; it takes the trust and support of the community they serve. We would like to invite more members of our community to join us in our mission. Anyone who has questions or concerns about police activity is encouraged to contact us any time of day. Walk-ins are welcome, but we can also be reached by phone, mail, or email. All of our contact information is available on our website at www.anniston.al.gov/police.

Thank you for your continued support,

Chief Nick Bowles



Agency Profile

The City of Anniston's Police Department has been proudly serving our community since 1883. We are dedicated to keeping our community safe and providing professional law enforcement services to the City of Anniston.

The Anniston Police Department is located at 174 West 13th Street. We are a municipal police department with 92 sworn positions and seven civilian positions. We provide service to both the city limits and police jurisdiction with a combined estimated population of 43,000 people.

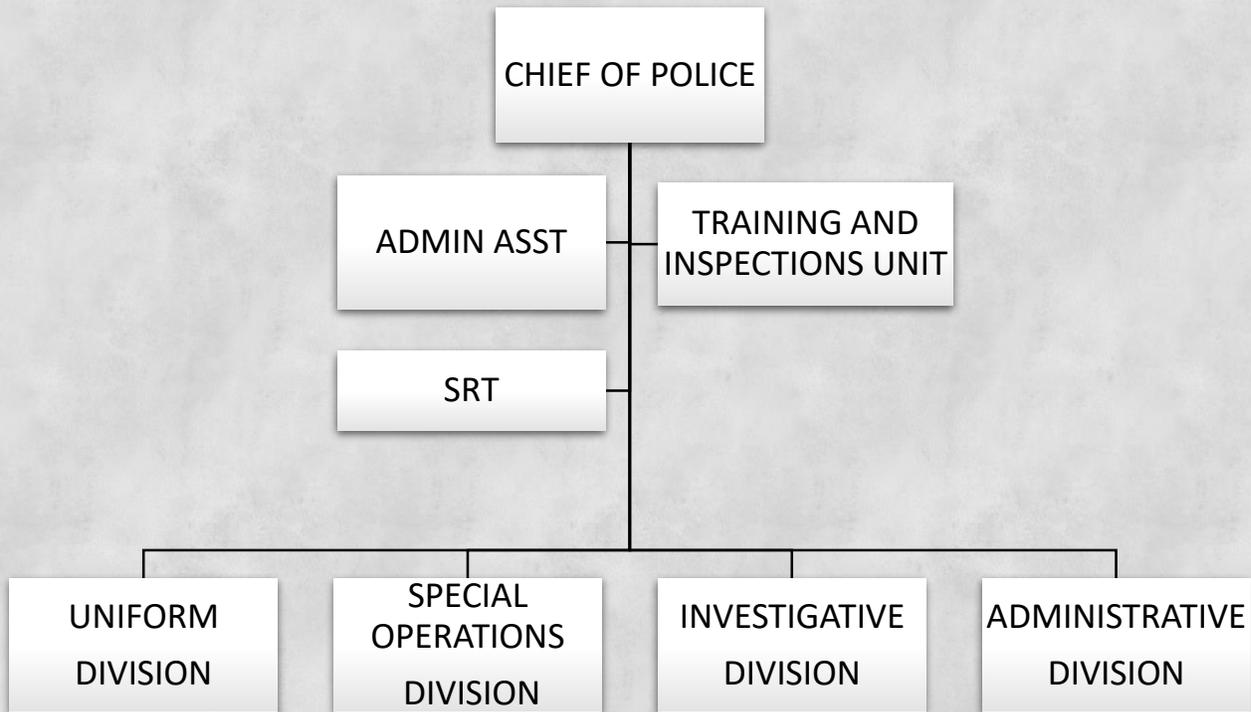


Chief Nick Bowles commands the Anniston Police Department. He is a twenty-year veteran of the department, gaining experience at every rank before becoming the Chief of Police in July of 2020. He graduated from the Northeast Alabama Law Enforcement Academy in November of 2000. Since then he has earned more than 1,390 hours of continuing education and has obtained a Bachelor's Degree in Criminal Justice from Central Christian College of Kansas. He joined the Alabama Chiefs of Police Association in 2016 and has accrued over 100 of the 280 hours needed to earn the title of Certified Law Enforcement Executive.

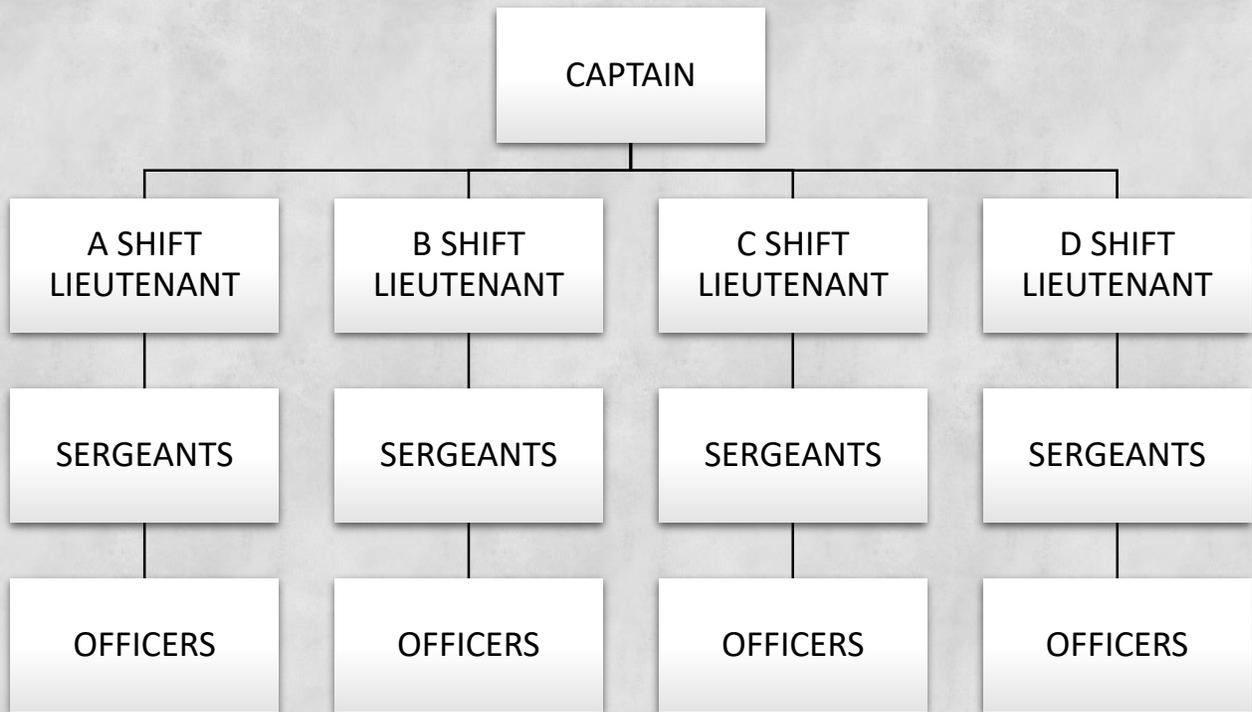
Chief Bowles began his career in Anniston in August of 2000 as a Patrol Officer in the Uniform Division. He spent the next decade gaining experience in both the Uniform and Investigative Divisions. He spent the last decade in various supervision assignments beginning with his promotion to the rank of Sergeant in February of 2010.

Some of his accomplishments include: producing the department's first recruiting video and updating the department's recruiting material. He played a key role in updating the department's policies and procedures manual, as well as earning our first certification from the Commission on Accreditation for Law Enforcement Agencies. He was a member of, and eventually commanded, the Special Response Team. He gave multiple active shooter briefings and trainings to local churches, preschools, and businesses. In the fall of 2019 he created the Community Relations Unit. He has attended several peer exchanges and trainings with other leaders to better fight violent crime in our area.

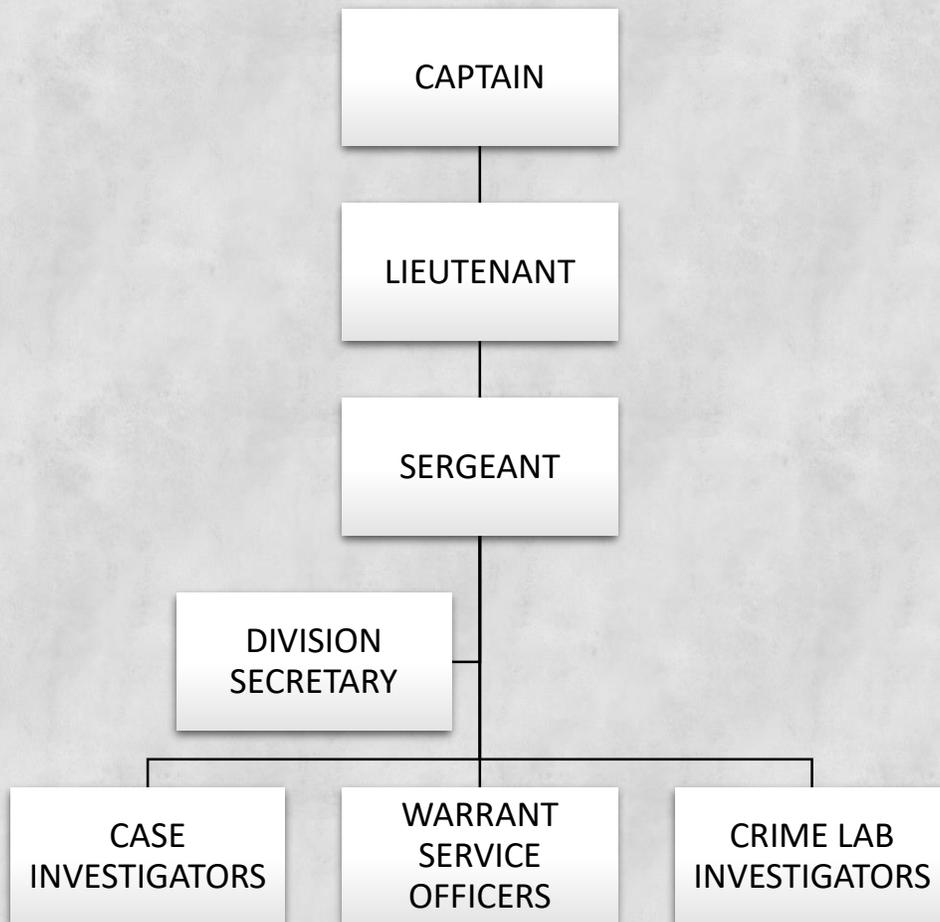
The organizational chart of the Anniston Police Department is listed here. The four divisions (Uniform, Special Operations, Investigative, and Administrative) and the Training and Inspections Unit all have commanders that report directly to the Chief of Police. Each division and unit listed here will be described in greater detail on the following pages.



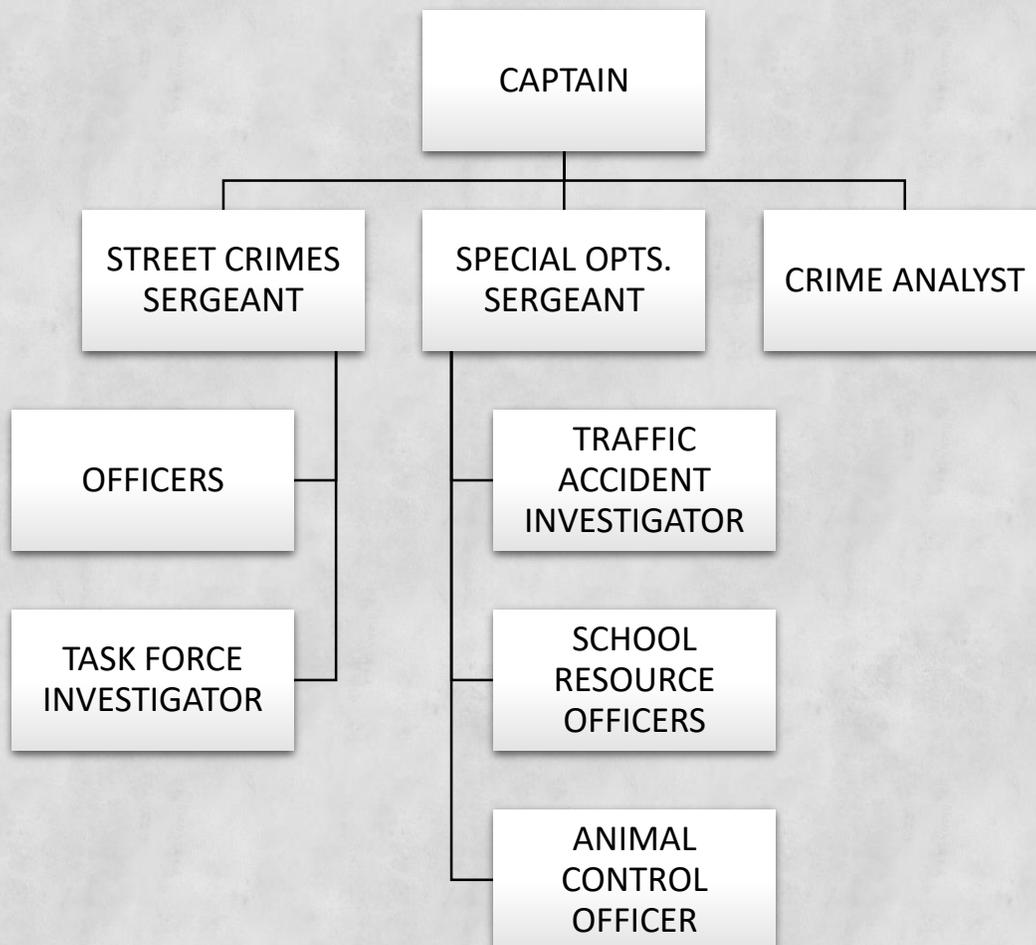
The Uniform Division is under the command of Captain Chris Sparks. Commonly known as the “Patrol Division,” it is considered the backbone of the Anniston Police Department, and it contains the most personnel. This division responds to calls for police services, as well as preventive patrol, 24 hours a day. This division has four shifts, each commanded by a lieutenant and supervised by two sergeants. There are 12 officers, in addition to the supervisors, on each shift.



The Investigative Division is under the command of Captain Curtis McCants. This division is responsible for follow-up investigations of crimes reported to the Anniston Police Department, collection and processing of evidence, tracking and arresting people with outstanding warrants, and sex offender notifications. This division has a lieutenant, sergeant, six case investigators, three crime lab technicians, two warrant officers, and a division secretary.

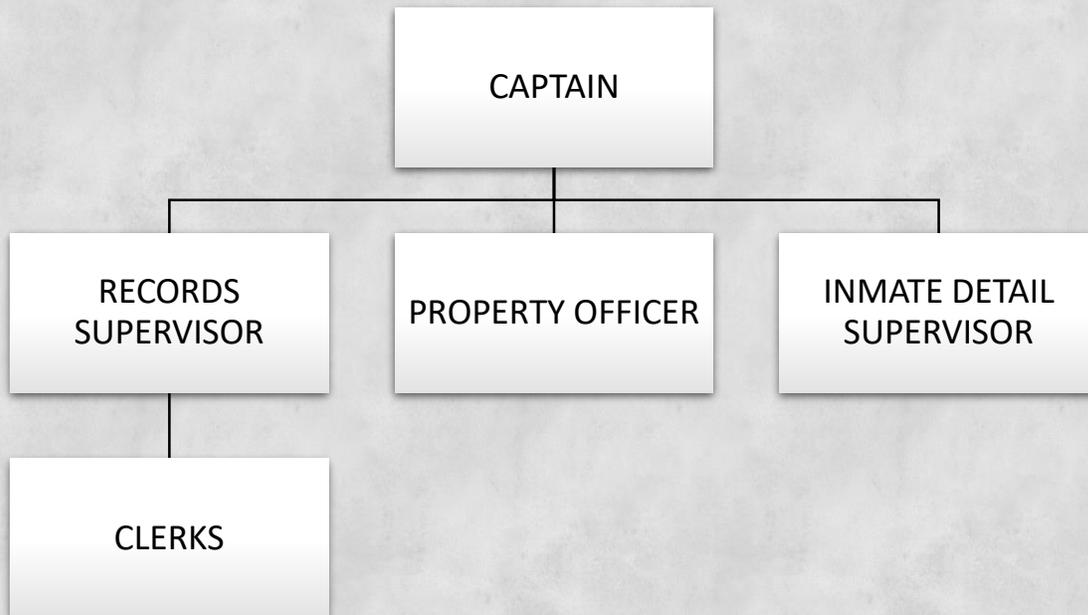


The Special Operations Division is under the command of Captain Justin Sanford. This division is responsible for animal control, traffic enforcement, traffic accident investigation, information technology systems, crime analysis, fleet management, street-level crime investigations, and providing police resources to the local school system. It contains the Accident Investigation Unit, the Crime Analysis Unit, the School Resource Officer Unit, the Animal Control Unit, and the Street Crimes Unit. These units are staffed by nine sworn police officers, a civilian animal control officer, and two sergeants. One of the officers in this division is assigned to the 7th Judicial Major Crimes Unit and is a Task Force Officer for the ATF.

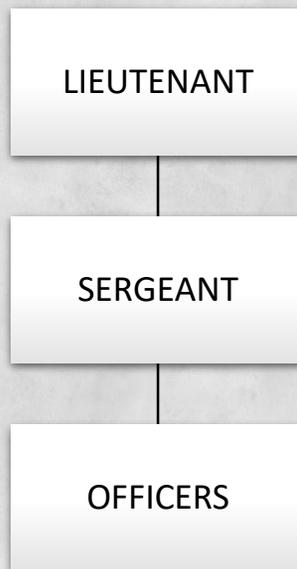


The Administrative Division is under the command of Captain Clint Parris. This division is responsible for the budget, procuring equipment and supplies, maintaining police records, property control (found, seized, etc.), facility maintenance, and the inmate work detail. The civilian side of this division has a records supervisor, two clerks, and an inmate work detail supervisor. This division also has a sworn police officer that manages the property room and takes walk-in complaints during regular business hours.

The commander of this division coordinates with the Calhoun County Sheriff's Office and the Calhoun County 9-1-1 Office for communication and jail services contracted out to these entities.



The Training and Inspections Unit is under the command of Lieutenant Brett Lloyd. This unit is responsible for the recruitment and training of police personnel, internal affairs investigations, and the management of personnel records/systems. A sergeant supervises the training function of this unit. Newly hired police officers are assigned to this unit while they undergo basic police academy training.



Agency Accreditation Update

The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations.

CALEA Accreditation is a voluntary process, and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review. Additional information is available on the CALEA website at www.calea.org.

The Anniston Police Department began the accreditation process in late 2015. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally, candidate agencies are presented to the Commission for final consideration and credentialing. We had an on-site assessment in December of 2016. Not only did we have to prove that we have policies and procedures in place to comply with the mandated standards, but we also had to prove we are complying with those policies and procedures. This process was done through physical observations conducted by two assessors. We passed inspection and were awarded our first accreditation by the Commission in March of 2017.

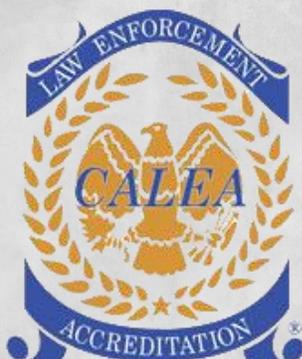
The accreditation process requires annual reviews of proof of compliance with 166 standards after initial accreditation. These standards range anywhere from how we conduct an oath of office for a new police officer to how we use force in a situation. We catalog and upload our proofs of

compliance throughout the year to a records management system. We then give an assessor remote access to those records for an annual inspection to be conducted every year from the initial accreditation date.

In April of 2018, assessor Judi King conducted a web-based assessment of 40 of our required standards. Only two issues were noted during the inspection. They were both related to additional training that needed to be conducted for agency personnel. Both units of training were completed after the assessment, and we are now in compliance with those standards.

In April of 2019, assessor Philip Potter conducted a web-based assessment of 40 of our required standards. All standards were found to be “in compliance” after the review. Mr. Potter made the following remark during the annual review, *“Your hard work, CALEA Files, Written Directives, and proofs reviewed were excellent, which made this review a pleasurable experience. Your agency was well prepared this year, and it was great to work with you and your agency on this CALEA Annual Review.”*

In April of 2020, assessor Alejandro Cueto conducted a web-based assessment of 40 of our required standards. Mr. Cueto did not find any standard issues during our annual review.



2020 Crime Report

Overall, Part 1 crime increased by 13.3 percent during the past year. Violent crime (Criminal Homicide, Sexual Assault, Robbery, and Aggravated Assault) increased by 41.08 percent over the past year. Our Part 1 crime clearance rate was 48.14 percent. We documented 1669 Part 1 offenses. These include Criminal Homicide, Sexual Assault, Robbery, Aggravated Assault, Burglary, Larceny-Theft, and Motor Vehicle Theft.

It should be noted that we experienced a drastic decrease in crime the prior year. During 2019, part 1 crime decreased by 40.11 percent compared to 2018. Violent crime decreased by 55.70 percent and property crime decreased by 33.22 percent during that time. Even though we saw increases in crime during 2020, they did not return to the levels of 2018 and are still down compared to our five and ten year averages.

The Anniston Police Department had a violent crime clearance rate of 73.88 percent and a property crime clearance rate of 38.03 percent in 2020 (crimes solved – either cleared by arrest or by exceptional means).

According to <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/clearances>, In the nation in 2019, 45.5 percent of violent crimes and 17.2 percent of property crimes were cleared by arrest or exceptional means. The Anniston Police Department cleared 85.03 percent of the violent crimes reported that year. The 2019 FBI report is the most recent with clearance data to date.

The National Public Safety Partnership (PSP) was established by the U.S. Department of Justice (DOJ) to provide an innovative framework to enhance federal support of state, local, and tribal law enforcement and prosecution authorities in enhancing public safety.

PSP began as a pilot program, the Violence Reduction Network, in 2014 and is designed to promote interagency coordination by leveraging specialized law enforcement expertise with dedicated prosecutorial resources to promote public and community safety.

PSP serves as a DOJ-wide program that enables participating sites to consult with and receive expedited, coordinated training and technical assistance (TTA) and an array of resources from DOJ to enhance local public safety strategies. This model enables DOJ to provide jurisdictions of different sizes and diverse needs with data-driven, evidence-based strategies tailored to the unique local needs of participating cities to build their capacities to address violent crime challenges.

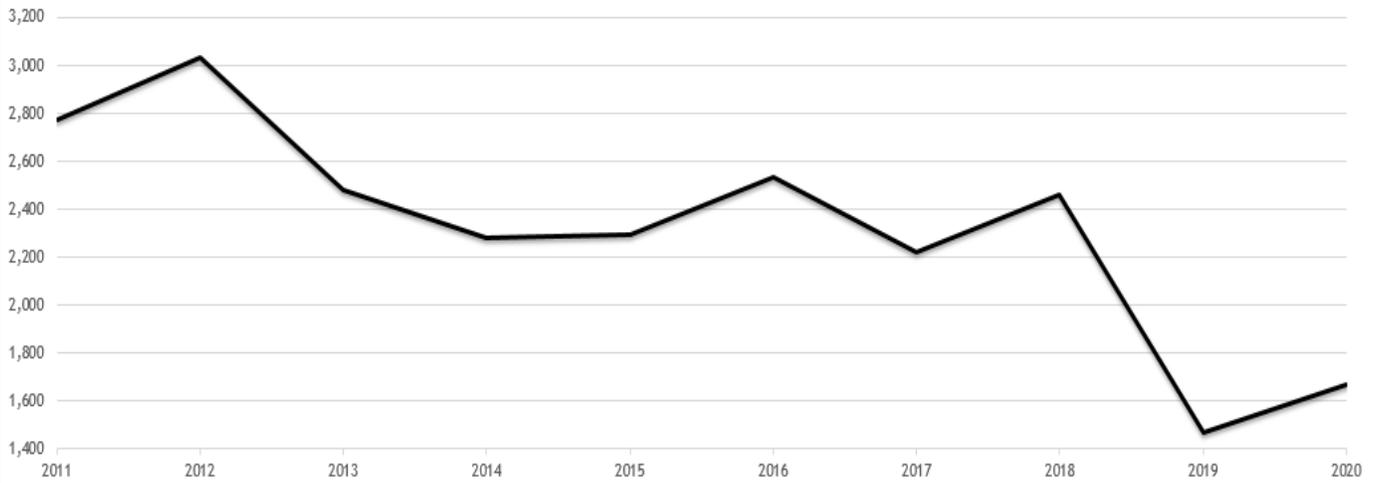
PSP Approach

- 3-Year Commitment
- Strategic Site Liaison Assigned
- Customized Symposium
- Expedited Delivery of Assistance in Eight Core Areas:
Criminal Justice Collaboration, Community Engagement, Crime Analysis, Gun Violence, Constitutional Policing, Federal Partnerships, Technology, and Investigations
- Peer Learning and Exposure to Communities of Practice

In 2019, the Anniston Police Department was designated as a Public Safety Partnership site. Only ten cities in the United States were awarded this designation that year. We also partnered with the Oxford Police Department and started sending personnel to the East Metro Area Crime Center. This partnership provided us with access to new technologies and regional information resources.

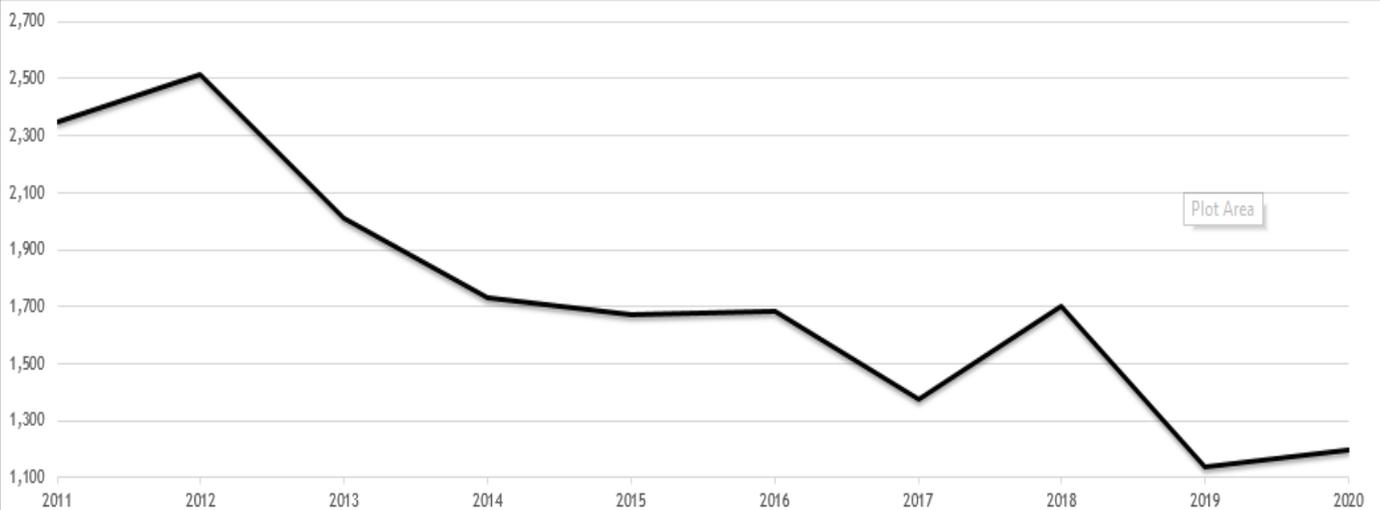
The next few pages contain graphs to visualize the progress of reducing our crime rate over the past few years.

Anniston Part 1 Crime Trend (Criminal Homicide, Forcible Rape, Robbery, Aggravated Assault, Burglary, Larceny-Theft, and Motor Vehicle Theft)



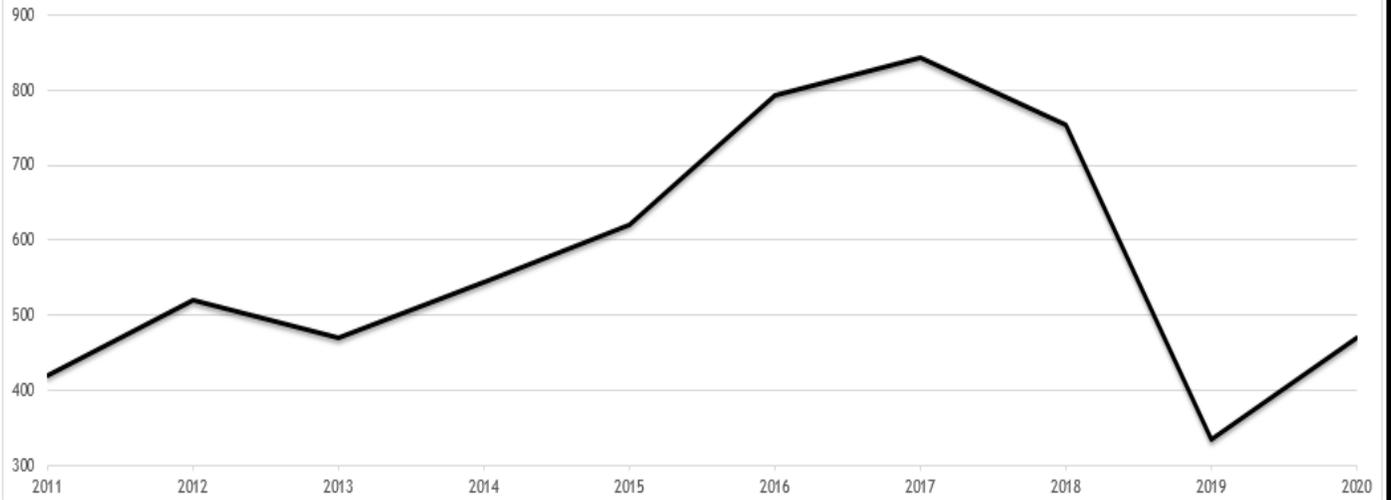
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Part 1 Crimes	2771.00	3034.00	2479.00	2278.00	2295.00	2534.00	2219.00	2458.00	1472.00	1669.00	2320.90

Anniston Property Crime Trend (Burglary, Larceny-Theft, and Motor Vehicle Theft)



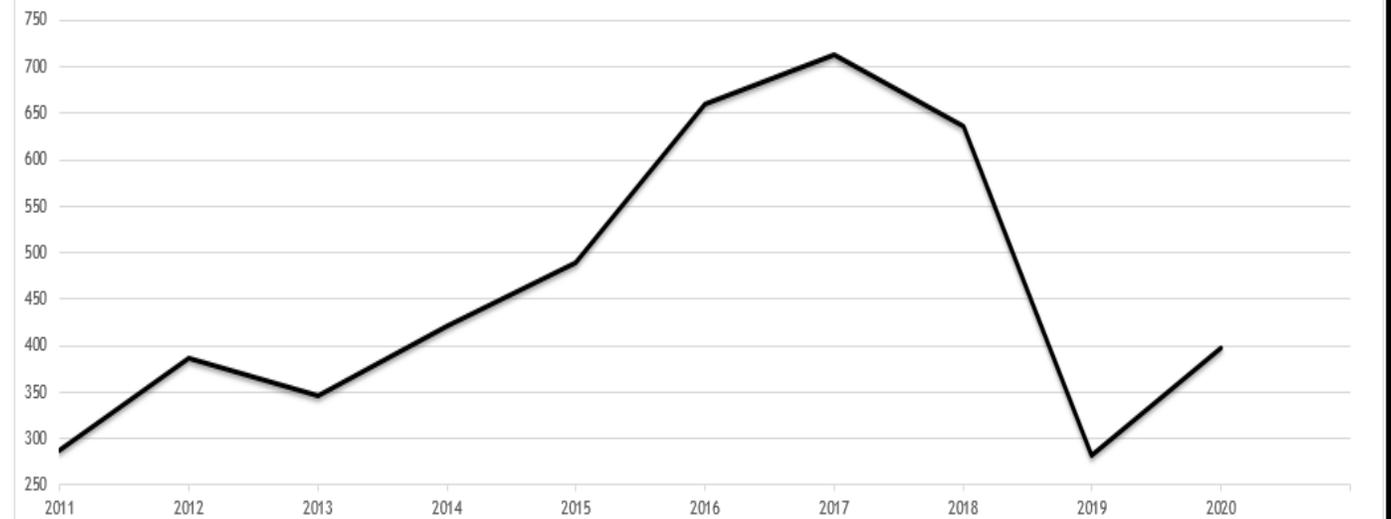
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Property Crimes	2350.00	2514.00	2009.00	1734.00	1674.00	1685.00	1375.00	1704.00	1138.00	1198.00	1738.10

Anniston Violent Crime Trend (Criminal Homicide, Forcible Rape, Robbery, and Aggravated Assault)



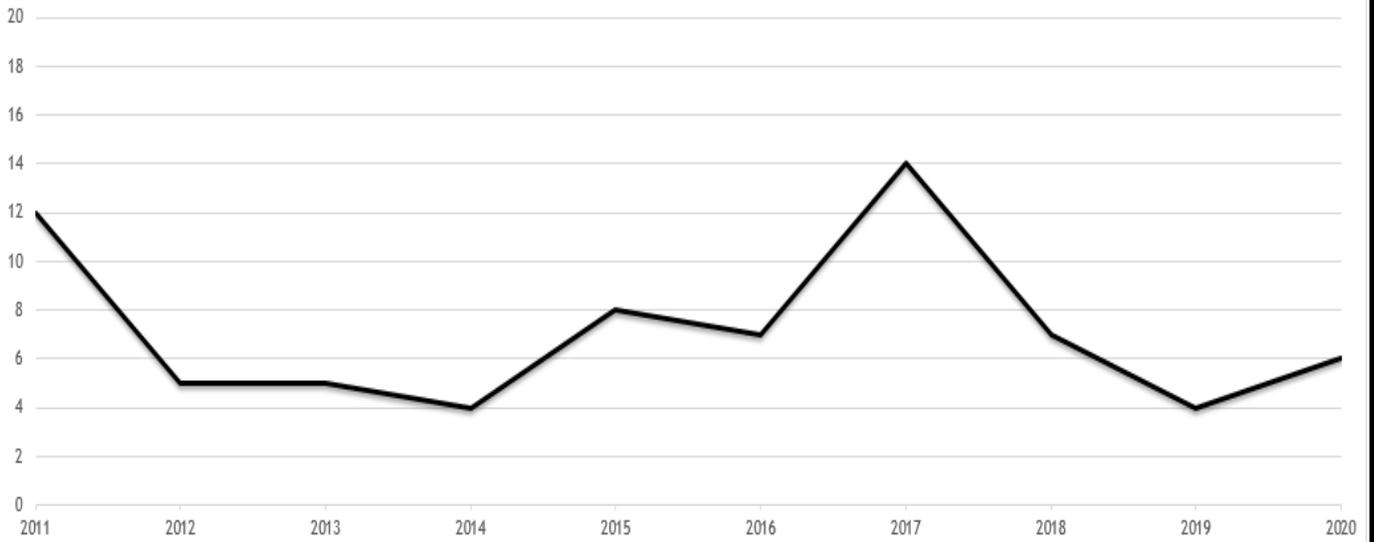
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Violent Crimes	421.00	520.00	470.00	544.00	621.00	792.00	844.00	754.00	334.00	471.00	577.10

Anniston Aggravated Assault Crime Trend



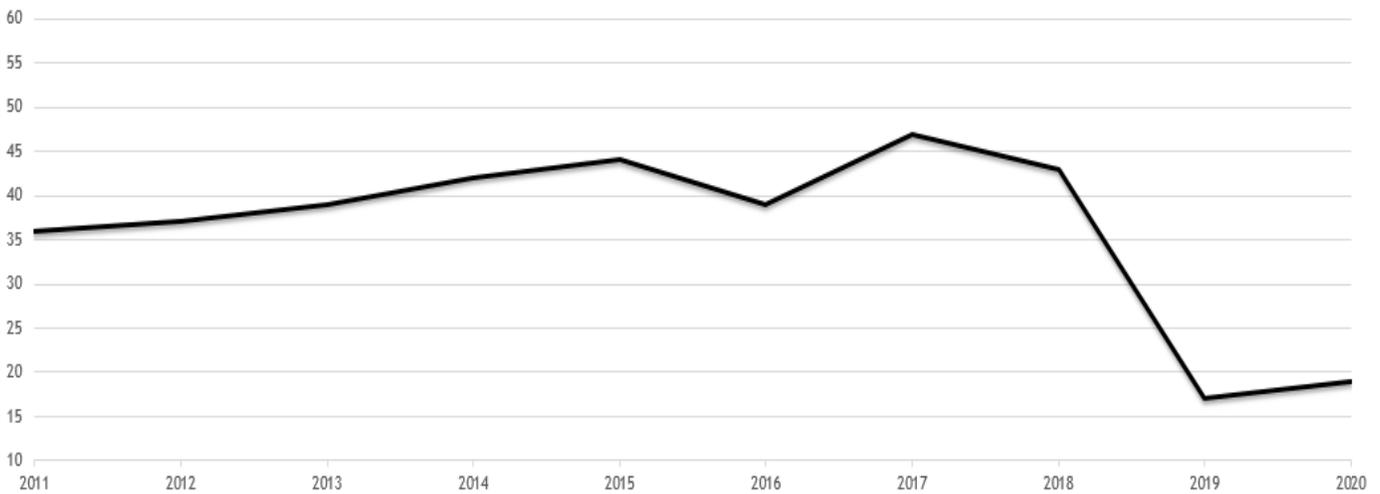
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Aggravated Assault	288.00	386.00	347.00	421.00	490.00	659.00	712.00	636.00	282.00	398.00	461.90

Anniston Criminal Homicide Crime Trend



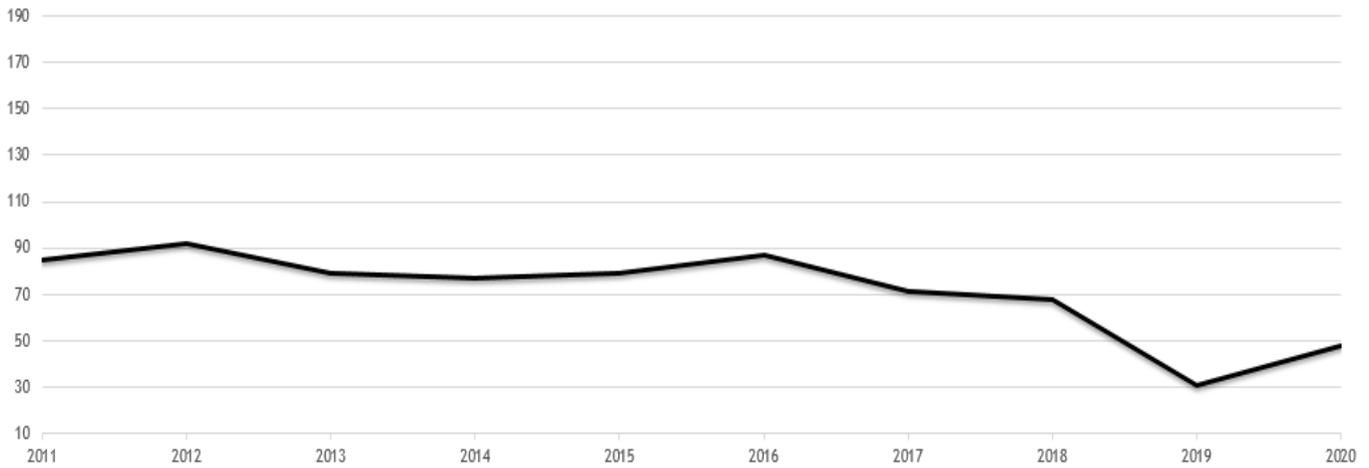
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
C. Homicide	12.00	5.00	5.00	4.00	8.00	7.00	14.00	7.00	4.00	6.00	7.20

Anniston Rape Crime Trend



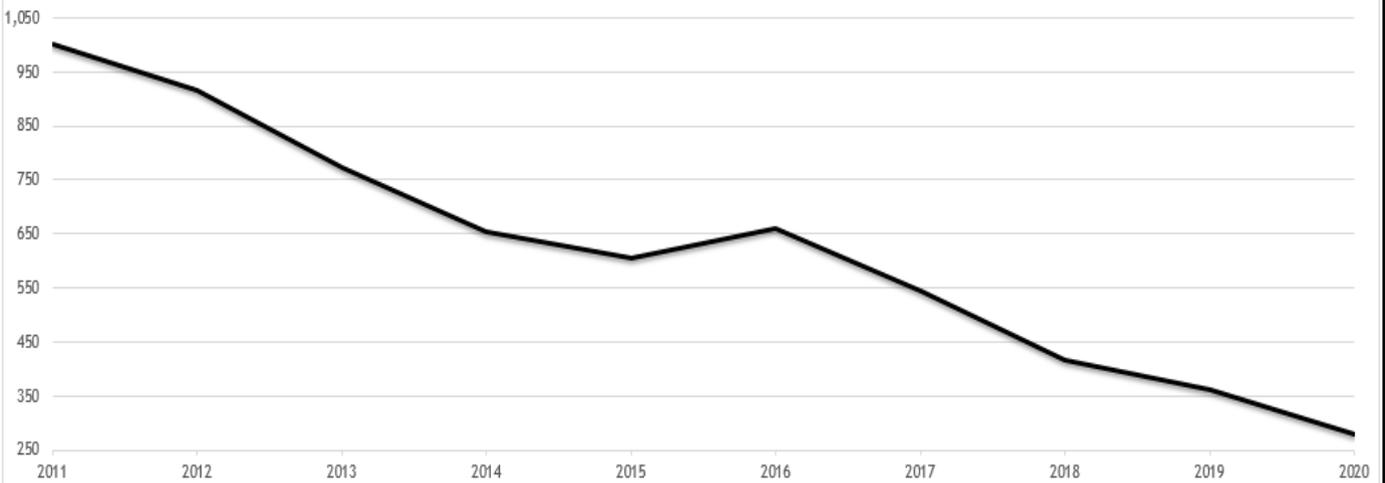
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Forc. Rape	36.00	37.00	39.00	42.00	44.00	39.00	47.00	43.00	17.00	19.00	36.30

Anniston Robbery Crime Trend



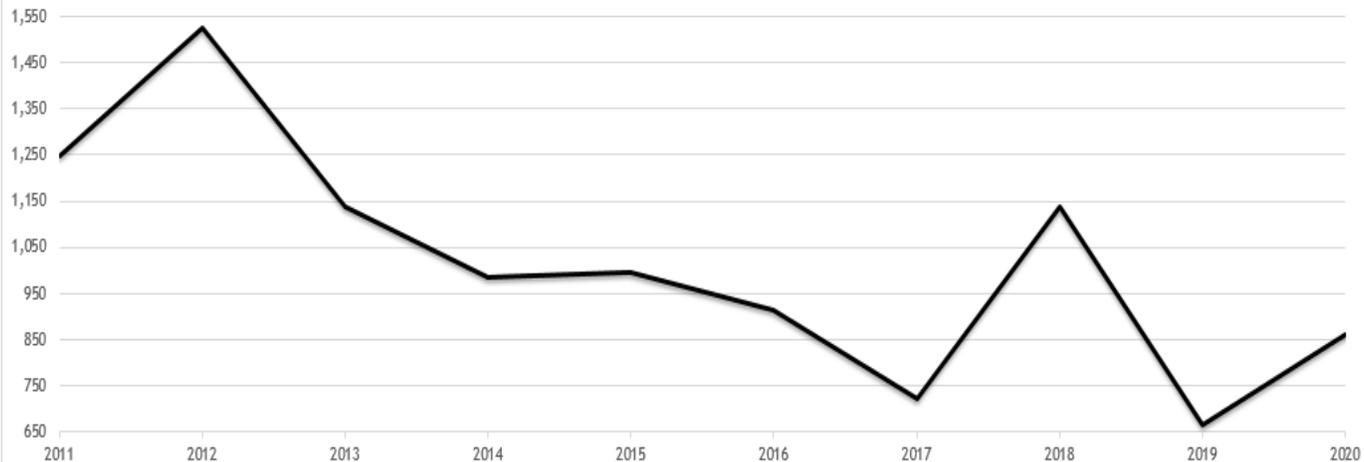
Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Robbery	85.00	92.00	79.00	77.00	79.00	87.00	71.00	68.00	31.00	48.00	71.70

Anniston Burglary Crime Trend



Crime	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average
Burglary	1001.00	917.00	774.00	654.00	606.00	659.00	544.00	416.00	361.00	280.00	621.20

Anniston Larceny-Theft Crime Trend

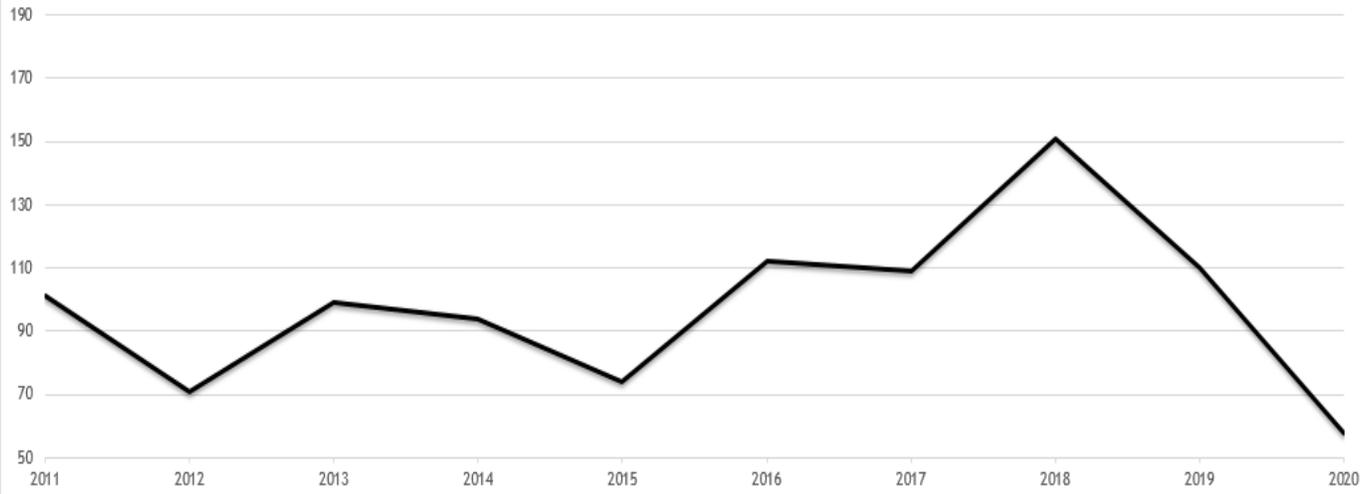


Crime
▼ 2011
▼ 2012
▼ 2013
▼ 2014
▼ 2015
▼ 2016
▼ 2017
▼ 2018
▼ 2019
▼ 2020
▼ Average
▼

Larceny-Theft	1248.00	1526.00	1136.00	986.00	994.00	914.00	722.00	1137.00	667.00	860.00	1019.00
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TOTAL

Anniston Motor Vehicle Theft Crime Trend



Crime
▼ 2011
▼ 2012
▼ 2013
▼ 2014
▼ 2015
▼ 2016
▼ 2017
▼ 2018
▼ 2019
▼ 2020
▼ Average
▼

MVT	101.00	71.00	99.00	94.00	74.00	112.00	109.00	151.00	110.00	58.00	97.90
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Grants

We utilized the following grants in 2020:

- Edward Byrne Memorial Justice Assistance Grant (JAG)
- The Bulletproof Vest Partnership (BVP) Grant
- The COPS Hiring Program (CHP)
- Impaired Driving Grant (Funded by the National Highway Transportation Safety Administration through the Alabama Department of Economic and Community Affairs)
- STEP (Selective Traffic Enforcement Program) Grant (Funded by the National Highway Transportation Safety Administration through the Alabama Department of Economic and Community Affairs)
- CVS/pharmacy's Medication Disposal for Safer Communities Program
- FY2020-Coronavirus Emergency Supplemental Funding Program
- CARES Act.
- The Strategies for Policing Innovation Grant

These grants fund many programs to enhance the safety of our officers, citizens, and the visitors of Anniston.

The Anniston Police Department was fortunate enough to receive the Strategies for Policing Innovation (SPI) grant in October of 2019. This grant spans three years and will fund \$496,012 worth of new technology and research assistance. These funds allowed us to purchase several cameras in 2020 that were placed in areas where we were experiencing higher volumes of property crimes. The cameras act as a deterrence to would be offenders and provide valuable investigative information if a crime is committed. We contracted with Jacksonville State University to conduct the research component of this project. They analyze crime patterns before and after the cameras have been installed using all of the data available to us.

We also have a Street Crimes Unit that was founded in 2018 with the help of a COPS hiring grant. This unit can dedicate all of their time to targeting violent crimes, and the crimes that contribute to them, in our area. They work closely with the 7th Judicial Major Crimes Unit, another local partner who does excellent work in the area.

The Anniston Police Department faced new challenges during 2020. Like the rest of the world, we had to adjust our operations due to the impact of COVID-19. Our staff must come in contact with several members of the public on a daily basis. That contact began to require personal protective equipment (PPE) we had not utilized in the past.

Local businesses and volunteers stepped up and provided anything they could to help us complete our mission safely. This included donating homemade masks and sanitizer. We also received two COVID-19 specific grants that allowed us to purchase much needed PPE and other items to aid in our response to the new challenges. They were the

FY2020-Coronavirus Emergency Supplemental Funding Program and the CARES Act.

The need for COVID-19 testing sites became a common occurrence throughout the year. We assisted by disseminating information about the testing sites, setting up traffic routes to accommodate the large turnout, controlling the flow of traffic to ensure smooth ingress and egress, and assisting with any additional tasks that needed to be accomplished at these sites as they arose. This required careful planning, equipment such as traffic cones/bars, personnel, and good communication.

We also faced the challenges of keeping our staff healthy and able to respond to calls for police services. We implemented new protocols for our work environment. These protocols included: social distancing when possible, the use of PPE when possible, extra sanitization of our building, vehicles and equipment, and communicating through the use of technology as much as possible. These protocols helped to mitigate impacts to our service.

Street Crimes Unit

Our Street Crimes Unit was founded in March of 2018. Its primary mission is to eradicate violent crimes and their contributing causes, such as the local drug trade in Anniston. Several violent crimes, from criminal homicide to aggravated assaults, can be tied back to the use and sale of drugs in Anniston. Since its inception, the Street Crimes Unit has been very successful in its mission. Below are the Street Crime Unit's statistics for 2020:

Arrest by Types

- Felony Arrests: 232
- Misdemeanor Arrests: 77
- Unlawful Firearm Possession Arrests: 31
- Warrant Service: 271

Drug Arrest by Category

- Methamphetamine: 127
- Felony Marihuana (Marijuana): 13
- Misdemeanor Marihuana (Marijuana): 17
- Cocaine: 28
- Heroin: 27
- Felony Pills: 24
- Misdemeanor Pills: 2
- Spice (Synthetic Marijuana): 14

The Street Crimes Unit also seized an additional four firearms that were not connected to an arrest, such as discarded firearms found in areas of interest.

Accountability and Transparency

The public demands and deserves accountability and transparency from those to whom they grant authority. We appreciate that the public and community we serve supports us in our mission and gives us the trust we need to perform our duties.

There are times when an officer needs to make a traffic stop or take someone into custody. There are also times when a police officer may need to use some degree of force to make an arrest or protect themselves or others. We must ensure that those decisions are made based on legal and moral considerations and not based on other factors, such as a person's ethnicity, race, religion, sex, etc.

To help us accomplish this mission, we utilize extensive screening procedures during the hiring process, the proper span of control of personnel, and early intervention systems. We conduct annual training to include: ethics training, mental health training, use of force training, and anti-bias training. We conduct investigations into every use of force incident, citizen complaint, and internal complaint that we receive. Our officers utilize body-worn cameras that greatly assist in these investigations.

In 2015 we began conducting an annual analysis of our arrests, traffic stops, asset forfeitures, complaints, hiring practices, and our use of force incidents. The review is sent to the Chief of Police in a memorandum format. The 2020 reports are listed on the next few pages.

2020 Recruitment Analysis

We have completed another year of recruiting. We implemented our current recruitment plan in December of 2015, with the purpose of this plan being to achieve the goal of an ethnic, racial, and gender workforce composition in the sworn law enforcement ranks in approximate proportion to the makeup of our service community. The recruitment plan does not mandate hard quotas, such as hiring one female for every two males hired, nor is the Anniston Police Department expected to lower hiring standards or criteria. The Anniston Police Department is not expected to hire an individual who is not qualified to perform the duties of a police officer.

Since implementing the plan, we have attended numerous career fairs at The Venue at Coosa Landing, Anniston High School, Munford High School, Jacksonville Community Center (East Alabama Works Career Fair), Stillman College, Talladega College, Gadsden State Community College, Jacksonville State University (Black Alumni Chapter Diversity Workforce Recruitment Fair as well as the Spring and Fall Career Co-Op and Internship Fairs), Soldier for Life Program (Fort Benning, Ga.), Ft. McClellan 100-year celebration, the Gadsden Area Job Fair (Alabama Department of Labor) and more. We have obtained professional quality display material which showcases our African-American and female officers, along with our special divisions and benefits. We have posted job announcements in The Anniston Star newspaper and on our very successful social media accounts. By far, our best recruitment tool to date has been the Police Department's Facebook page. During the background and hiring process, one of the things we track is where the applicant heard that our department was hiring police officers. The vast majority of applicants answer that they

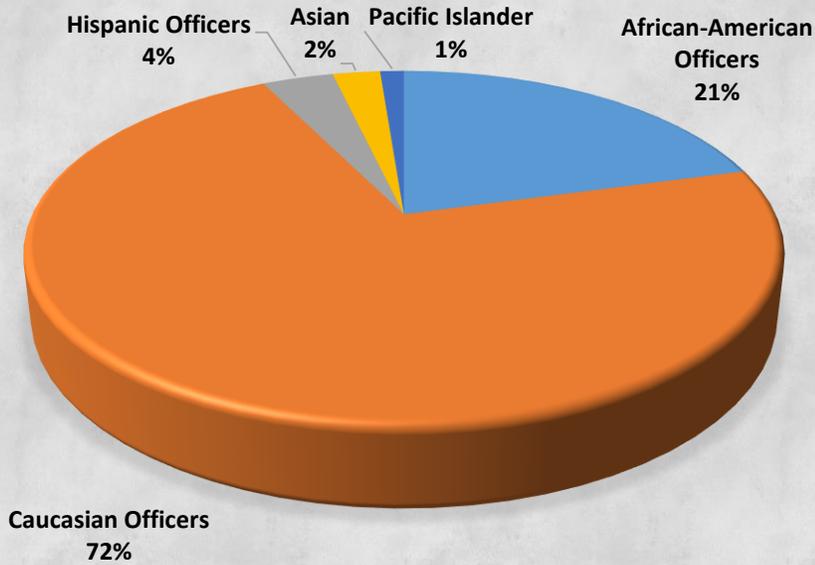
saw our hiring posts on Facebook. Our least effective tool to date has been career fairs, yielding only one Officer hired from all the listed career fairs we participated in.

The 2019 recruitment analysis yielded the following statistics: We had 68 Caucasian Officers (75%), 17 African- American Officers (19%), 3 Hispanic Officers (3%), 2 Asian Officers (2%) and 1 Pacific Islander Officer (1%). There were 84 male Officers (92%) and 7 female Officers (8%).

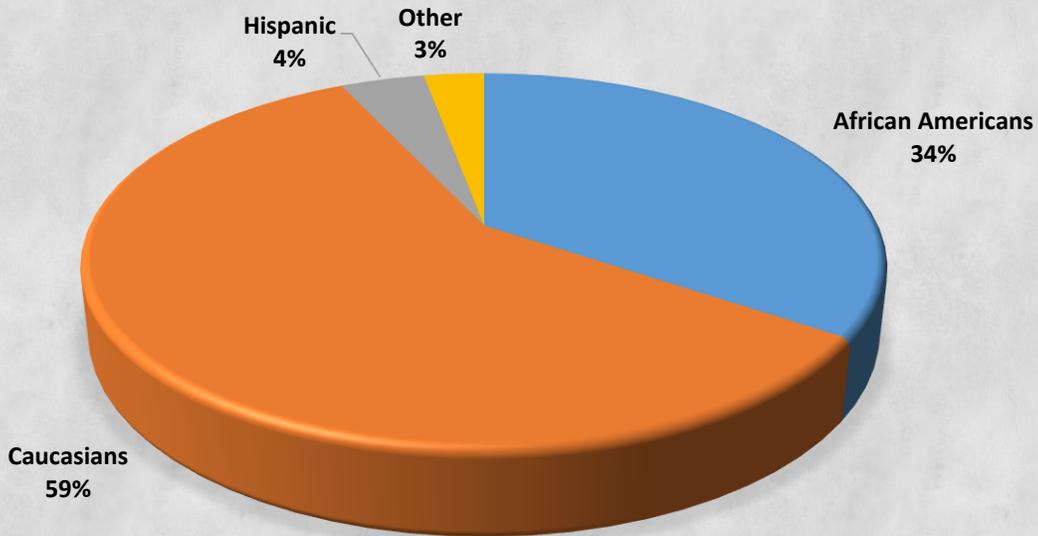
As of January 11, 2021, the Anniston Police Department has 59 Caucasian Officers (72%), 17 African-American Officers (21%), 3 Hispanic Officers (4%), 2 Asian Officers (2%) and 1 Pacific Islander Officer (1%). There are 76 male officers (93%) and 6 female officers (7%).

According to the most recent United States Department of Justice's Bureau of Justice Statistics' *Local Police Departments, 2016: Personnel* published in October 2019, in 2016 28% of local police officers were members of racial or ethnic minority groups. An estimated 13% of officers were Hispanic or Latino, 11% were African-American, and 4% were Asian, Native Hawaiian, Pacific Islander, American Indian, or Alaska Native, and 1% were listed as unknown races leaving 71% of officers being Caucasian. The same report listed males accounting for 88% of the officers and females accounting for 12%.

A demographic percentage breakdown of the current APD sworn workforce is listed on the following pages:



Our service population (city limits and police jurisdiction) is comprised of approximately 26,019 Caucasians, 15,314 African-Americans, 515 Hispanics, and 1,295 listed as “Other” based on information provided by Mike Brewer of Calhoun County GIS. A demographic percentage breakdown chart is listed below:



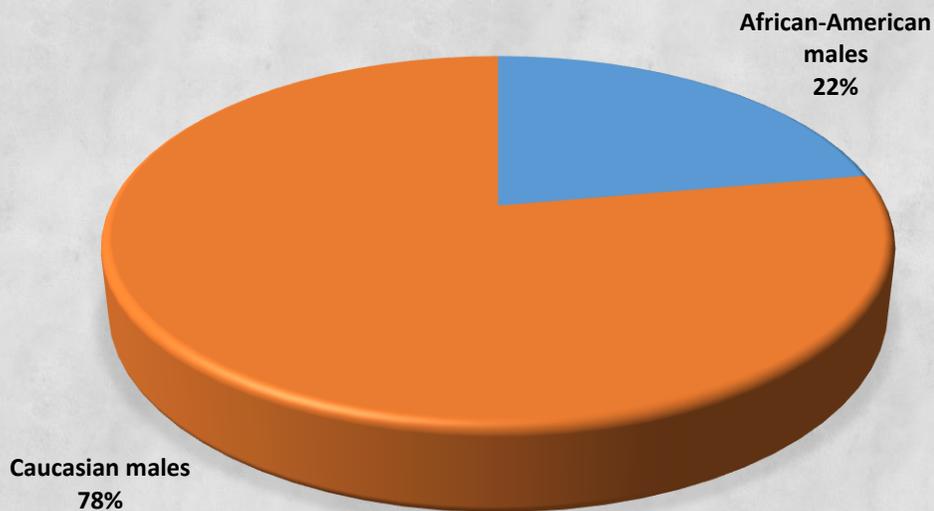
We received a total of 31 applications for the position of police officer in 2020. Of those 31 applicants, 23 were Caucasian (74%), 7 were African-American (23%), and 1 was Hispanic (3%). 29 were male applicants (94%) and 2 were female applicants (6%). Of the applications received, 23 applicants (74%) either did not meet the minimum employment standards or did not participate in the full hiring process after submitting an application for employment.

Officers hired in 2020

For the calendar year of 2020, we hired:

- 7 Caucasian males (78% of the total hires)
- 2 African-American males (22% of the total hires)

See chart below for a pie graph representation of 2020 hires:



Our primary hiring pool comes from Calhoun County. Based on the most recent numbers from the U.S. Census Bureau, as of July 1, 2019, the population of Calhoun County was 113,605. They listed the demographic breakdown as follows:

- Caucasian 73%
- African-American 22%
- Hispanic 4%
- Asian .2%
- Pacific Islander .1%

According to Lucas Gockel, the research analyst for the Calhoun County Economic Development Council, only approximately 39% of people residing in Calhoun County can meet our minimum standards based on age, physical ability, and education. That estimate does not account for the desire to become a police officer, criminal/driver histories, or drug usage. We have strict hiring standards for a good reason, and those standards disqualify many applicants.

Our Goal

Our ultimate goal is to achieve a workforce that reflects the demographic makeup of our service population. Based on the latest numbers we received for our service population, an equally represented workforce would consist of:

- 48 Caucasian officers (59%)
- 28 African-American officers (34%)
- 3 Hispanic or Latino officers (4%), and
- 2 officers that fall into the “Other” category (3%)
- 43 of our 82 officers would need to be female (53%)

Our Progress toward the Goal

We currently have:

- 59 Caucasian officers (123% of our goal)
- 17 African-American officers (61% of our goal)
- 3 Hispanic officers (100% of our goal)
- 3 officers in the “other” category (2 Asian officers and 1 Pacific Islander officer (150% of our goal)
- 6 female officers (14% of our goal)

As you can see by our application percentages, the application rates for African-Americans were slightly higher than our available workforce percentage (23% application rate vs 22% of the primary available workforce). We are slightly higher on the number of Caucasians applicants compared to the available workforce percentage (74% vs 73%). We fell just short on the number of Hispanic or Latino applicants (3% vs 4% of the available workforce). Our biggest discrepancy is the number of female applicants we received. Females only accounted for 6% of our applications received but 53% of our available workforce.

Problems

- Only 9 out of the 23 (39%) Caucasian applicants who applied in 2020 could meet the minimum employment standards.
- Only 2 out of the 7 (29%) African-American applicants who applied in 2020 could meet the minimum employment standards.
- None of the 2 (0%) female applicants who applied in 2020 met the minimum employment standards.

These numbers are not isolated to our community. If you look at the national averages, you will notice our numbers are comparable to law enforcement agencies across the country. One of our challenges is the percentage of our available workforce compared to the service population and city limits. African-Americans account for 36% of our service population and 52% of our city population but only 22% of our available workforce. The female population is about average across the board, yet only 6% of our applicants are females. With the lower number of applicants, and higher number of disqualifications, we will continue to combat these issues by targeting African-American and female applicants at a higher rate than other demographics to better reflect the community we serve.

We have attempted to do this by targeting minority communities in our social media recruiting efforts and conducting in-person recruiting events in predominantly minority areas of the state. For example, we attended a recruiting event in Tuskegee, AL. during 2020. That event was one of the few that we were able to participate in due to Covid-19 restrictions. We also continue to implement a plan to target more female applicants. That plan is detailed below.

We drafted a plan to help aid in attracting more female applicants and to ensure that more female applicants were able to successfully complete the minimum pre-employment standards. The plan that we have implemented is a three step plan which is as follows:

1. **Female-specific recruiting media** - We will be meeting with our current female officers to work on new recruiting materials geared explicitly toward reaching potential female applicants. We have always included our female officers in our recruiting materials, but we will be creating new pamphlets and a recruiting video specifically targeting female applicants.
2. **Female support program** - The goal of this initiative is to put females who show interest in working for APD in contact with an APD female officer who is willing to speak with them on a personal level and discuss any questions or concerns they may have. Many times women have unique concerns and apprehensions when it comes to the work of a law enforcement officer due to them being mothers away from their children, etc. We have already seen this program yield positive results since its implementation. We believe very strongly that this initiative can foster more females applying with, and ultimately remaining employed by, APD.
3. **Female applicant training program** - Other than getting females to apply initially, our biggest challenge by far is getting female applicants to take, and successfully complete, the physical fitness test. This is a minimum standard requirement of the state training commission, so we are not able to adjust the standard. As a result, we have implemented a training program

for female applicants who feel they may struggle with some parts, or all, of the physical fitness requirements. We have a great gym facility here at APD, and we have access to the track at the Anniston PARD Aquatic and Fitness Center. We will contact female applicants (or potential applicants) and offer to set up training times to help them increase proficiency in the specific areas needed in law enforcement work. These include, but are not limited to, cardiovascular training and strength training. The vast majority of female applicants who take our physical fitness test, do not pass it, so a successful training program can yield instant results.

In conclusion, we will continue to strive to meet our current challenges with new and innovative ways to recruit and retain a professional and diverse workforce successfully. We believe strongly in our current path and are confident it will yield positive results in the near future.



2020 Anti-Bias Analysis

We completed an administrative review of biased based profiling complaints for the calendar year of 2020. Of the 70,541 documented citizen contacts, we only received 20 complaints against 24 police department members, which accounts for .03% of citizen contacts. The complaints ranged anywhere from unprofessional conduct to excessive force. The one excessive force complaint was investigated and unfounded. None of the 20 complaints were in reference to alleged racial profiling.

The complaint categories and dispositions are as follows:

- Unprofessional Conduct/Rudeness – 6 total, all were unfounded or exonerated.
- Excessive Force – 1 total, unfounded.
- Illegal Search/Stop– 4 total, 2 were exonerated and 2 sustained.
- Dereliction of Duty – 1, unfounded.
- Harassment- 1, exonerated.
- Parking Problem- 1, unfounded
- Theft/Lost Property- 3, 2 sustained and 1 unfounded.
- Inappropriate Touching- 1, unfounded.
- Lack of Probable Cause for Arrest- 1, sustained.
- Malfeasance- 1, sustained

According to our records management software (Spillman) we arrested 809 African-Americans (45% of our arrest population), 976 Caucasians (54% of our arrest population), 26 Hispanics (1% of our arrest population), 1 Asian (less than 1% of our arrest population), and 1 arrestee was labeled as “unknown” (less than 1% of our arrest population). We arrested 1250 males (69% of our arrest population) and 563 females (31% of our arrest population). *****Note: Spillman does not break down arrest by race and sex. It will only show the total number by race alone or the total number by sex alone.*****

The following traffic stop statistics were provided by the APD records division and came from the RC Main Motorola database. African-American males accounted for 26% of the police department’s traffic stops (2,257) and 27% of its citations (785). Caucasian males accounted for 33% of the department’s traffic stops (2,889) and 31% of its citations (916). Hispanic males accounted for 2% of the department’s traffic stops (148) and 2% of its traffic citations (44). Asian males accounted for less than 1% of the department’s traffic stops (14) and less than 1% of its traffic citations (2). African-American females accounted for 16% of the department’s traffic stops (1,358) and 18% of its citations (516). Caucasian females accounted for 22% of the department’s traffic stops (1,915) and 21% of its citations (613). Hispanic females accounted for 2% of the department’s traffic stops (148) and 2% of its citations (44). Asian females accounted for less than 1% of the department’s traffic stops (7) and less than 1% of its traffic citations (3).

According to City-Data.com, the demographics for the population of the Anniston city limits for 2019 (the most recent recorded year) is as follows:

- Black alone 52.0% (11,337)
- White alone 41.1% (8,966)
- Two or more races 3.3% (724)
- Hispanic 2.6% (460)
- Asian alone 1.1% (236)
- American Indian alone .1% (26)
- Other race alone .1% (22)

Total population: 21,287

The Anniston Police Department serves not only the city limits but also a police jurisdiction roughly three miles outside of the city limits. It is difficult to determine the actual demographic makeup of the service population because most reports only report the makeup of the city limits. To help with this issue, we turned to Mike Brewer, the Principal GIS Analyst for the East Alabama Regional Planning and Development Commission. Using numbers from the 2010 Census Block Level (most detailed, and they only update those numbers every ten years), he was able to produce a pretty close representation using our information. He estimates that the demographics are as follows:

- Black alone 35.5% (15,314)
- White alone 60.3% (26,019)
- Two or more races 1.8% (778)
- Asian alone .80% (330)
- Hawaiian Pacific alone .05% (20)
- American Indian alone .40% (167)
- Other race alone 1.2% (515)

Total population: 43,143

There were 9 asset forfeiture case in 2020. From those 9 cases, \$16,867.61 in U.S. currency was seized.

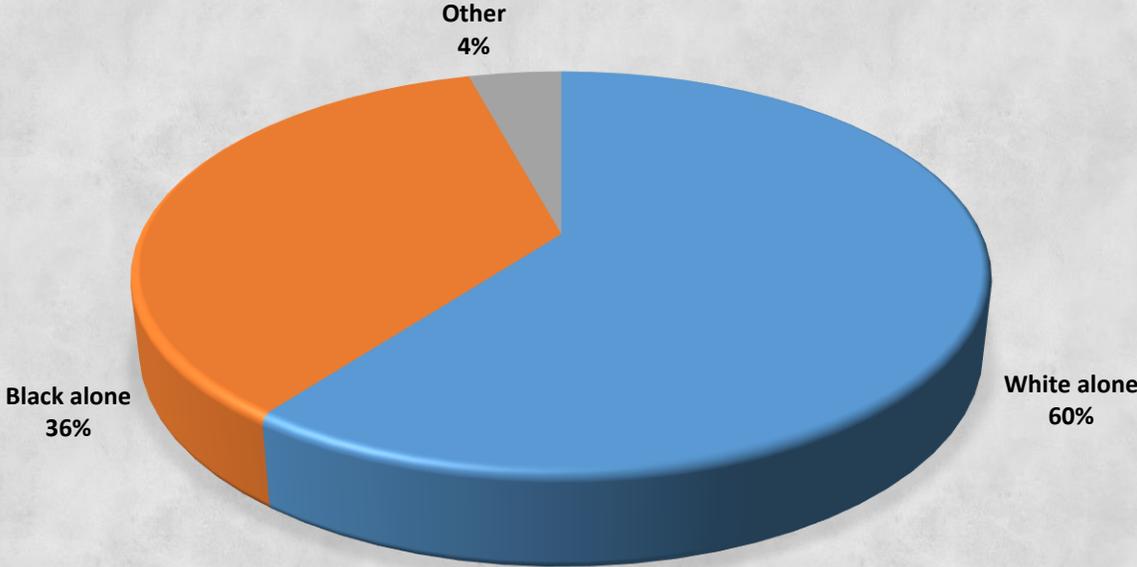
The data listed above supports the assessment that Anniston Police Officers are conducting ethical stops, based on legitimate criteria, instead of engaging in bias based profiling tactics. Furthermore, the extremely low percentage of citizen complaints in general goes to show just how professional the officers of this agency truly are. There were isolated incidents that resulted in some sustained complaints, and those issues were addressed immediately and do not require further training.

The Anniston Police Department also reports to a citizen advisory board (APCAC) comprised of citizens of Anniston. We did not receive any concerns of bias based profiling from the citizen advisory board during 2020.

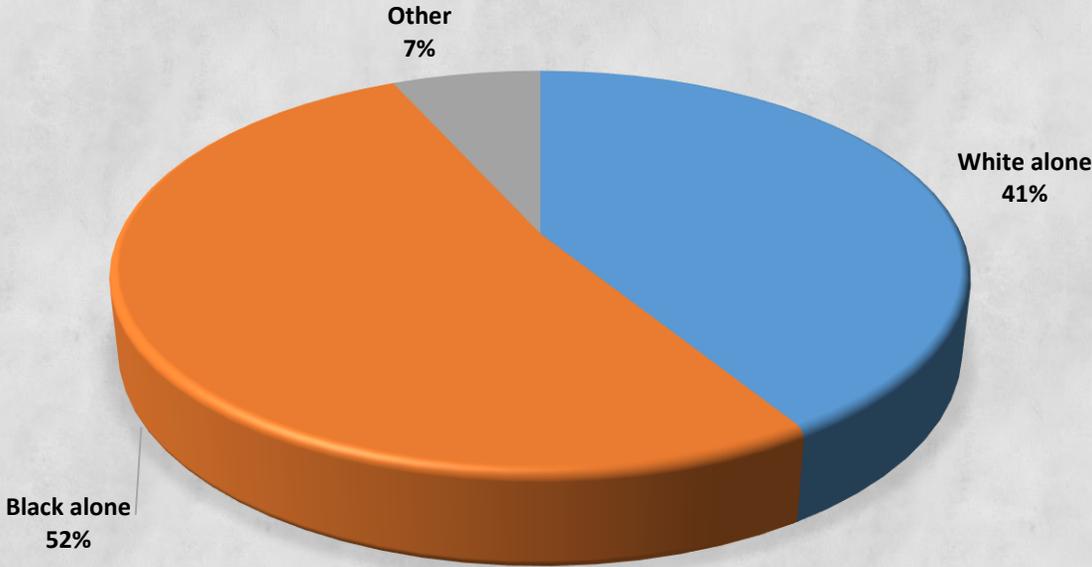
The “Bias Based Profiling” policy training was conducted by the department in 2020, along with an administrative review of the policy itself. No additional training, equipment needs, or changes to the policy were needed.

Please see charts on the next few pages for a visual representation of the data listed above.

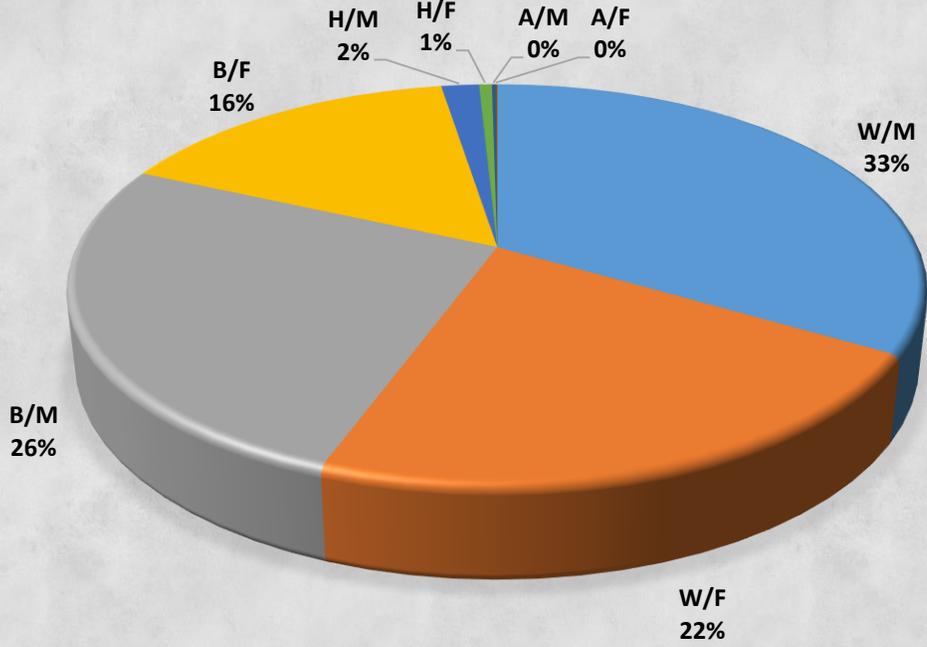
POPULATION INCLUDING POLICE JURISDICTION



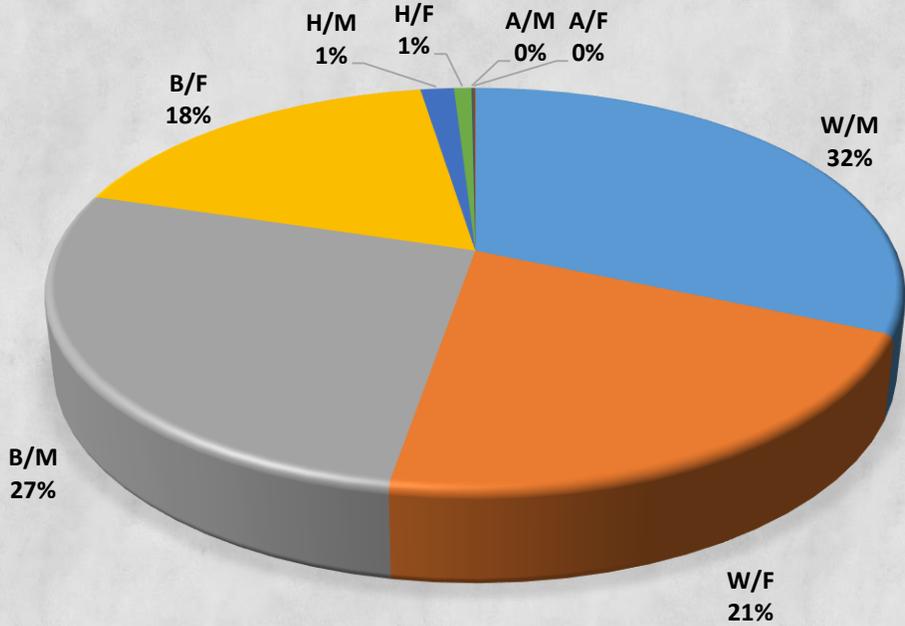
POPULATION CITY LIMITS



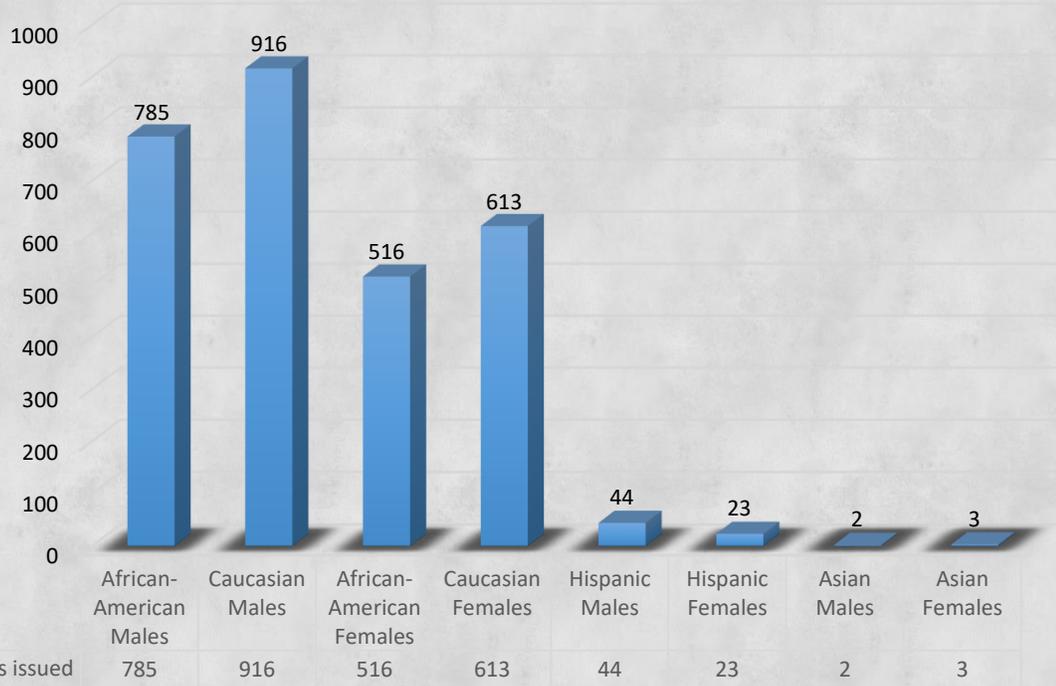
PERCENTAGE OF TRAFFIC STOPS



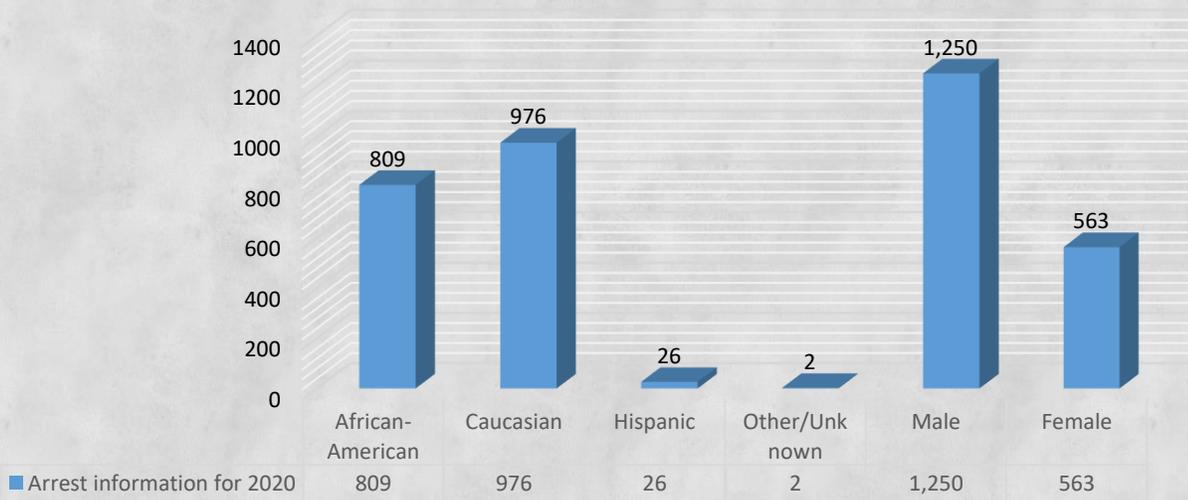
PERCENTAGE OF CITATIONS



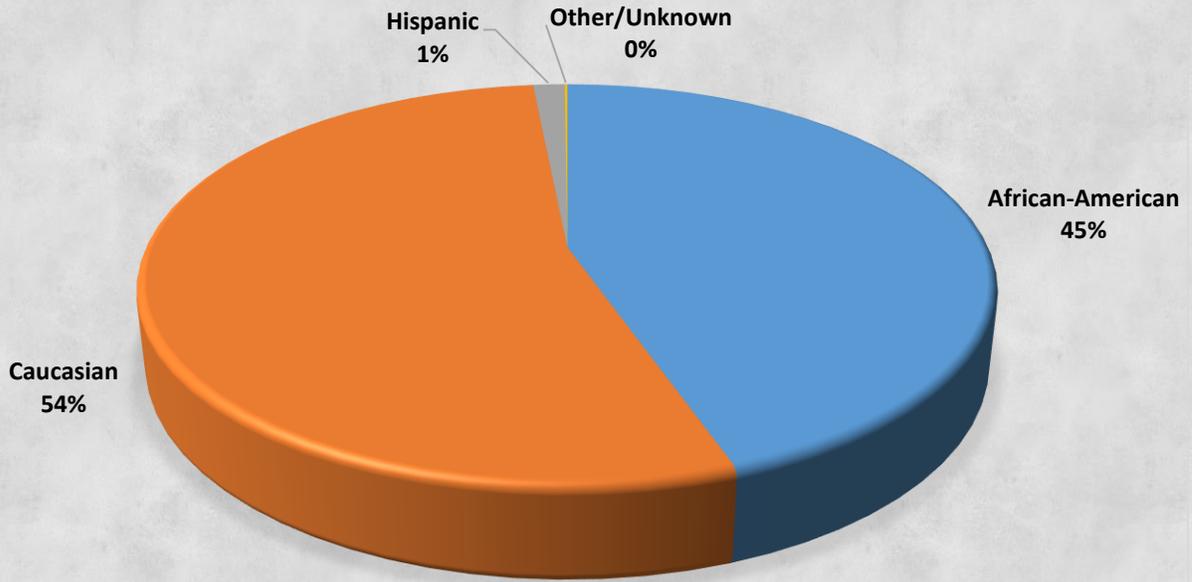
Traffic Citations issued



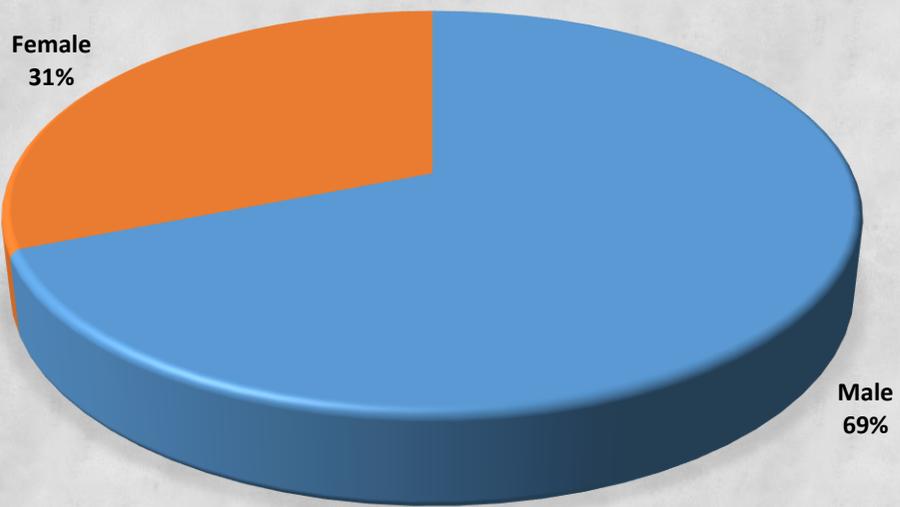
Arrest Data 2020



PERCENTAGE OF ARRESTS



PERCENTAGE OF ARRESTS



2020 Use of Force Analysis

We arrested 1,813 people during the calendar year of 2020. Of those arrested, 17 had force used on them.

The latest report by the U.S. Department of Justice's *Bureau of Justice Statistics*, titled *Police Use of Nonfatal Force, 2002-11*, was published in November of 2015. It includes data that was reported from 2002-2011. The report's data shows that 1.6% of the population who had face-to-face contact with police experienced the threat or use of nonfatal force by the police during their most recent contact. The data does not define what constitutes a "face-to-face" encounter. We estimate our use of force percentage by calculating the number of people who had force used on them divided by the number of people we arrested since the majority of the time use of force only stems from an arrest or attempted arrest. Our use of force percentage for 2020 was 0.9%, which is well below the national average.

A breakdown of the force used in 2020 is listed below.

- 21 Police Officers used force on 17 different people. In 4 incidents, two officers were involved in a use of force situation with one subject.
- Type of force used: The types of force reported were: Firearm, Taser deployment, Freeze plus P spray, Soft Hand Control Techniques, and Hard Hand Control Techniques.
- The Taser was used three times in dart mode and three times in drive stun mode.

- Soft Hand Techniques (grabs, holds, take-downs) were used seven times and Hard Hand Techniques (knee, fist, foot, and elbow strikes) were used eight times.
- Officer injuries: Four officers were injured during a use of force situation.
- Subject injuries: Eight subjects were injured during a use of force situation
- Eleven subjects were suspected to be under the influence of alcohol or drugs, and six were believed to be unimpaired.
- Type of encounter: Eleven of the encounters occurred during a call for service, three were from traffic stops, and three resulted from field contacts.
- Age: Five of the use of force encounters involved people between the ages of 18-25, seven were between the ages of 26-35, three were between the ages of 36-45, and two were between the ages of 46-55. The youngest person involved in a use of force was 19 years old, and the oldest was 53 years old. The most common reoccurring ages were 24, 34, and 30 (two each).
- Time of Day: One occurred between the hours of 0200-0600, one between 0601-1000, four between 1001-1400, four between 1401-1800, three between 1801-2200, and four between 2201-0200.
- Month: January – 2, February – 4, March – 0, April – 2, May – 5, June – 0, July – 0, August – 0, September – 2, October – 0, November – 1, and December – 1.
- Day of the Week: Monday – 3, Tuesday – 1, Wednesday – 1, Thursday – 3, Friday – 5, Saturday – 1, and Sunday – 3.
- Reason: Of the justifications for use, 14 were because of active resistance or higher, and 3 for non-compliance.
- Race/Sex: 10 of the subjects were Caucasian males, 4 were African-American males, 2 were Caucasian females, and 1 was an African American female.
- Zone 3 had the highest number of use of force situations (5).

- Justified/Unjustified: All use of force situations were investigated by each officer's immediate supervisor then reviewed by the chain of command. Thirteen of the use of force incidents were determined to be justified while four were found to be unjustified. **One of the unjustified incidents occurred during an SRT operation where a suspect received a minor injury after striking his head. Officers attempted to roll him over after he was handcuffed, and he struck his head on an object in the confined space that he was laying in. The remaining three unjustified incidents involved one officer. His conduct was reviewed by the command staff, and termination paperwork was started. That officer resigned his position in lieu of termination.*

All injuries sustained by officers and arrestees in the use of force encounters were minor except for one suspect. He pointed a handgun at an APD officer and was shot twice by the officer. The suspect had non-life-threatening injuries and survived.

There were 48,244 documented citizen contacts within the city limits and 22,297 in the police jurisdiction in 2020 for a total of 70,541 police/citizen contacts. There were 20 citizen complaints against 24 officers in 2020. One person filed a complaint alleging excessive force used by one of our officers, but that complaint was investigated and unfounded. There were no complaints filed in reference to racial bias. The percentage of contacts that resulted in complaints was .03%.

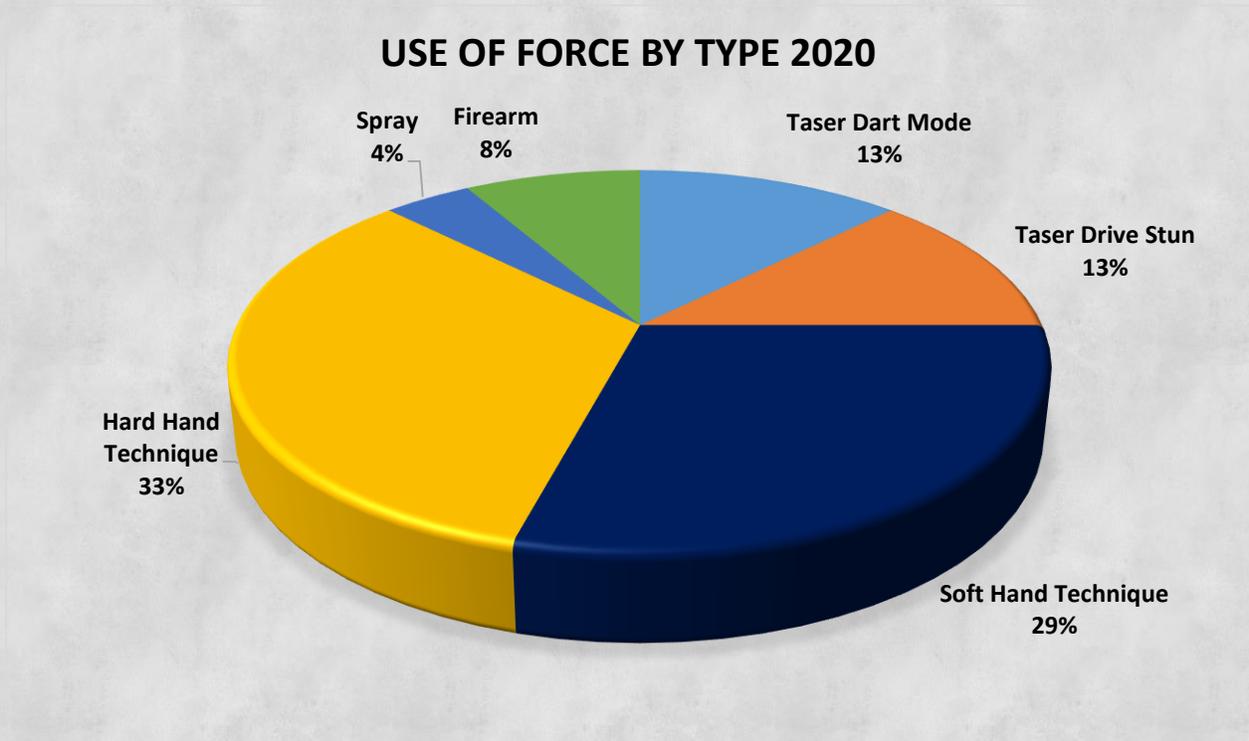
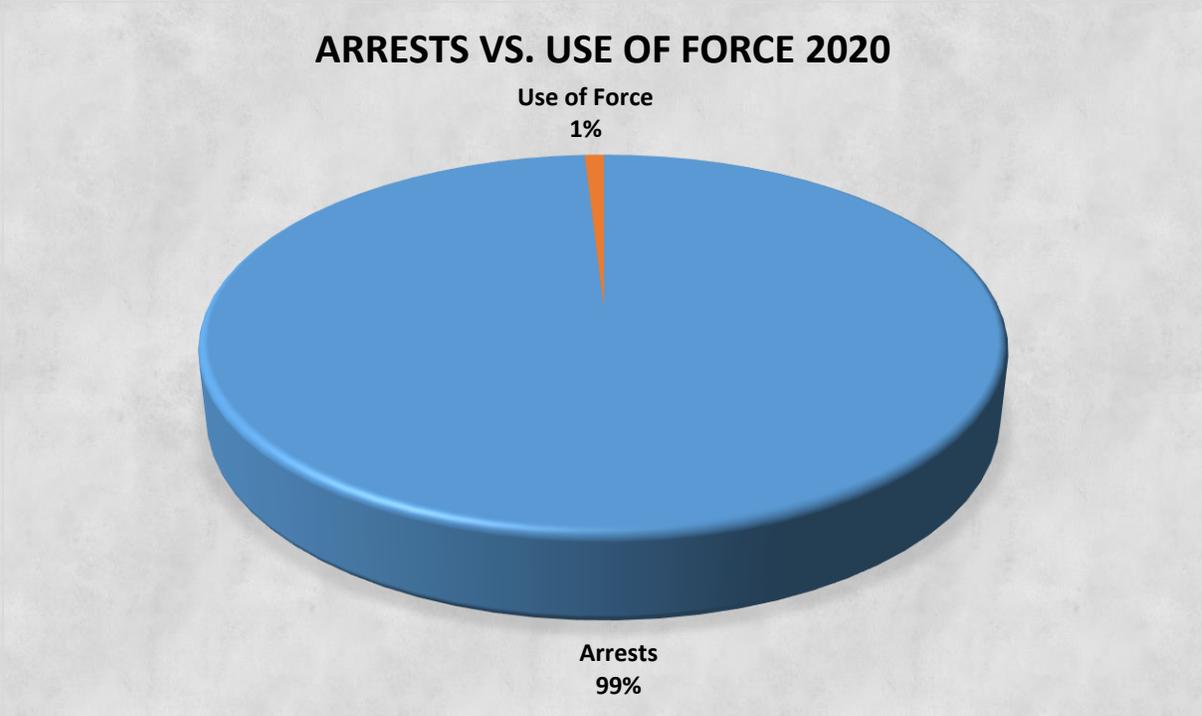
During the 2019 review, the data suggested that our practices, policies, training, and equipment were effective and did not require any changes at that time.

For the 2020 review, we saw overall use of the Taser remain the same from the previous year, and all of the use of force incidents involving the Taser were justified and within policy. Soft Hand Techniques increased by 40% and Hard Hand Techniques saw a 167% increase from the previous year (3 in 2019 to 8 in 2020). Overall, we used force on seventeen people during 2020, which was a 21% increase from 2019. Our overall use of force percentage compared by arrested population saw a 49% increase from the previous year, however we had an increased number of overall citizen contacts.

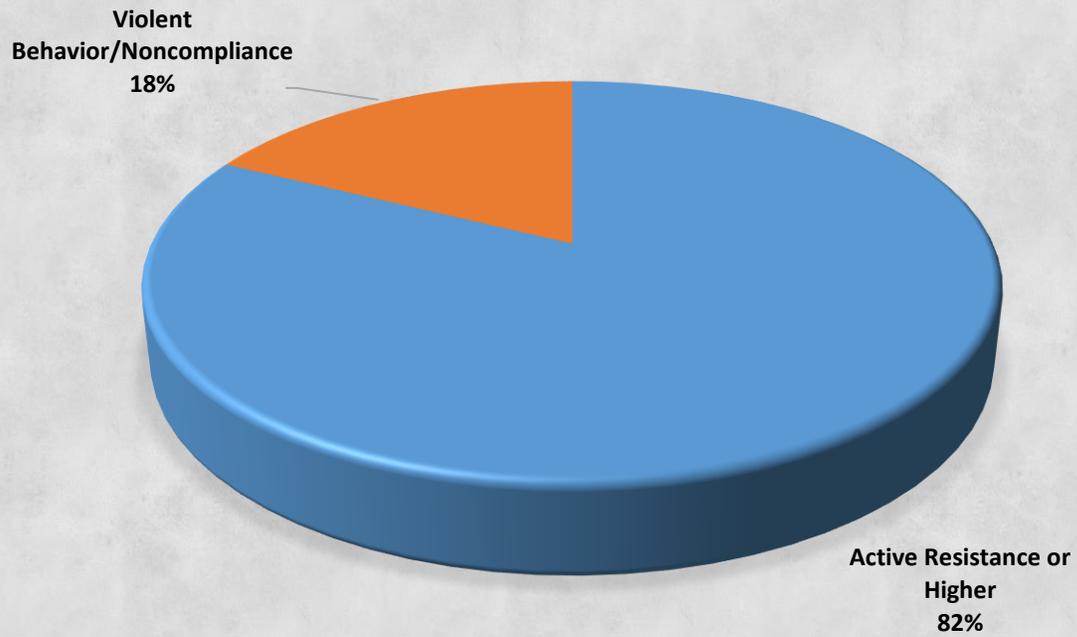
We saw a 4% increase in the number of arrestees injured from the previous year based on the number injured compared to the total number who had force used against them. We saw a 50% decrease in the number of officers injured. (Eight were injured in 2019 versus 4 injured in 2020).

Overall, the data compiled and provided in this report reflects that our policies, training, and practices are effective, and have been implemented well by our Officers, department wide. As illustrated above, our use of force percentage is well below the national average. While we saw an increase in use of force incidents from the previous year, the overwhelming majority were determined to be justified, and there is always fluctuation in data from year to year. As previously noted, we had one officer that was found to not be in compliance with our use of force standards, and he is no longer employed with our agency as a result. He was responsible for three of the four unjustified use of force incidents for the entire department. I see no need to change any department policies at this time or require remedial training for any current employees based on this evaluation.

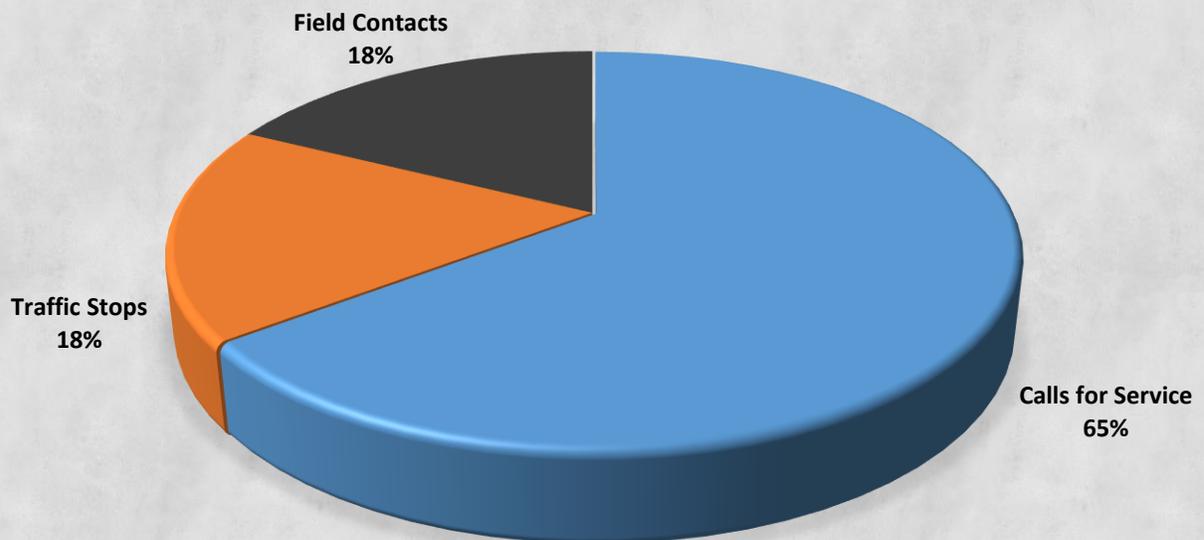
Please see the following charts for a visual representation of the data listed in the use of force analysis:



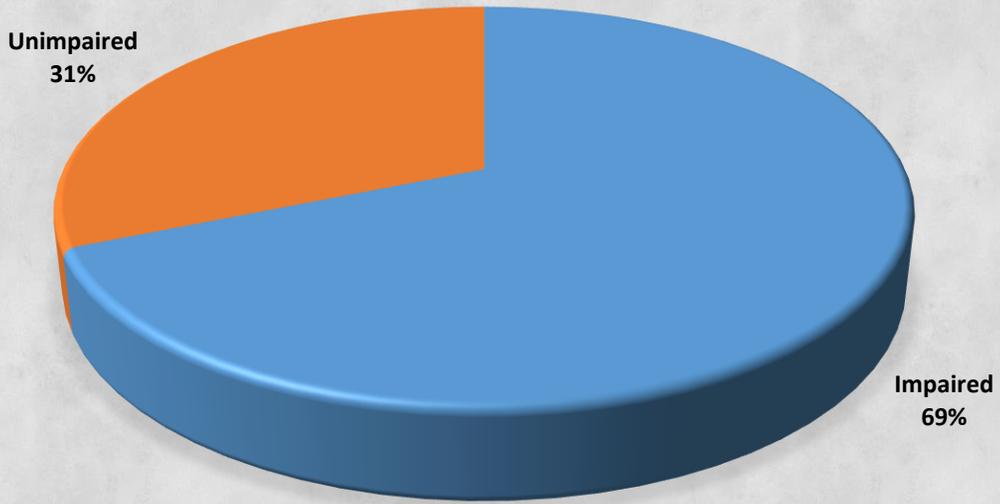
LEVEL OF RESISTANCE BY SUSPECT



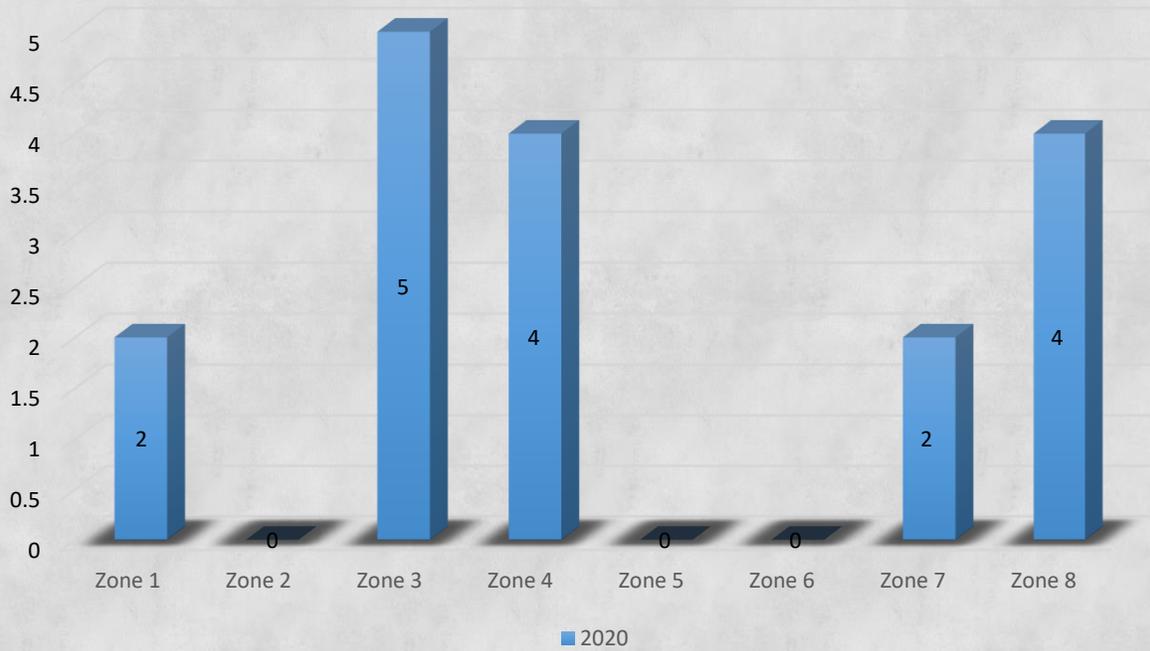
TYPES OF ENCOUNTERS 2020



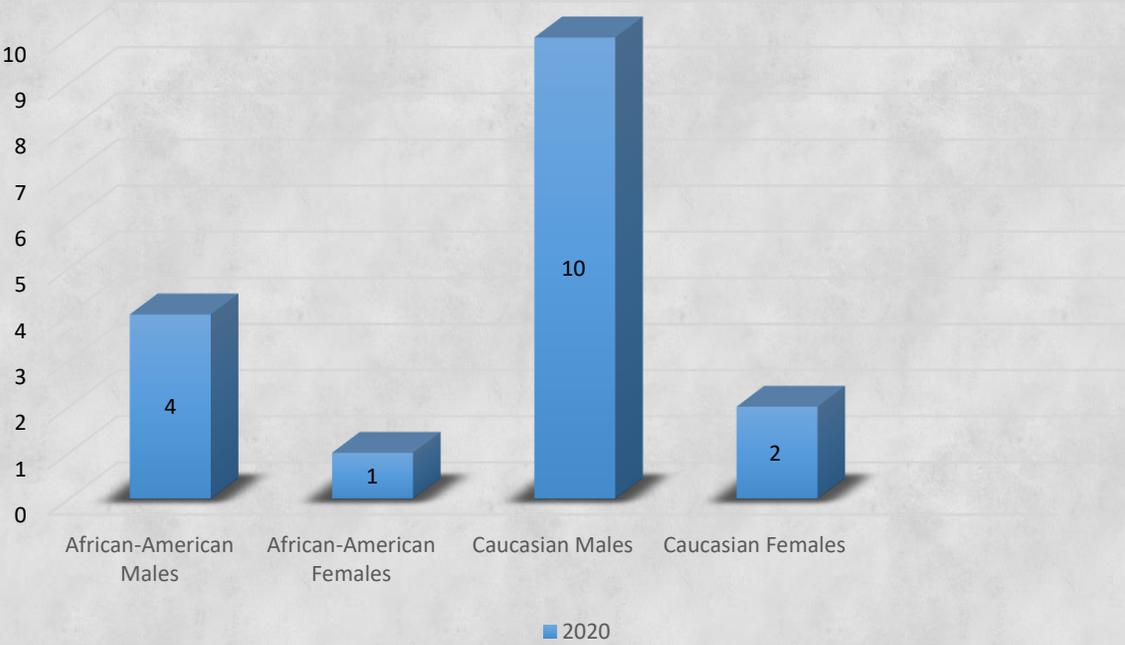
CONDITION OF SUSPECT 2020



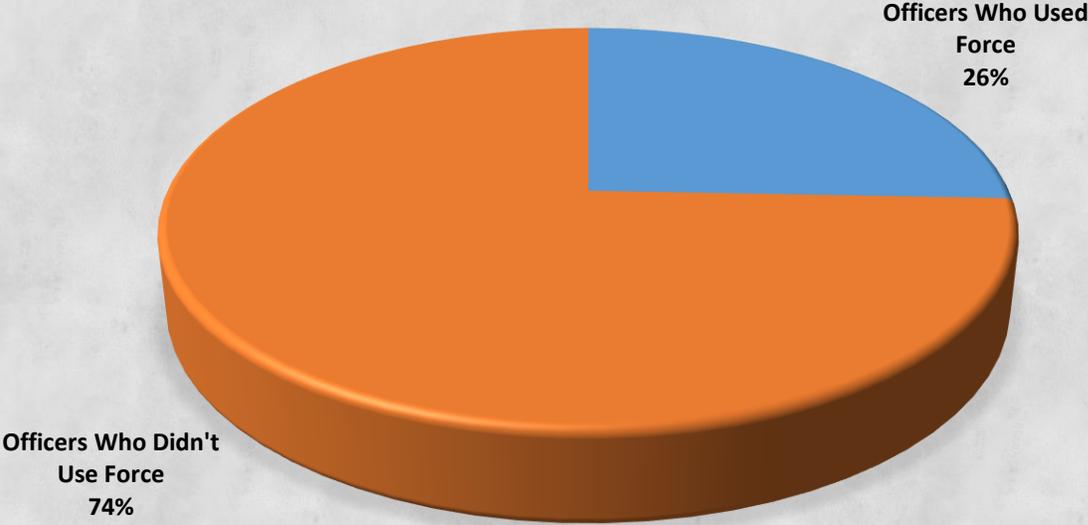
Use of Force by Zone



Use of Force by Race/Sex 2020



DEPARTMENT USE OF FORCE BY PERSONNEL 2020



2020 Early Warning System Analysis

We began using Guardian Tracking as our Personnel Early Warning System in late 2015. We generated 612 entries in the Guardian Tracking system during 2020. A detailed breakdown of the entries is listed below:

Corrective/Discipline

- Counseling Statements: 17
- Reprimands: 11
- Suspensions: 1
- Remedial Trainings: 0
- Terminations: 0
- Early Intervention Responses: 8
- Career Development 2

Positive

- Public Recognitions: 2
- Peer Recognitions: 24
- Supervisor Recognitions: 3
- Letters of Appreciation: 0
- Letters of Commendation: 13

Investigations

- Use of Force: Animal: 10
- Use of Force: Vehicle Pursuit: 18
- Use of Force: Empty Hand: 15
- Use of Force: Spray 1
- Use of Force: Taser: 5
- Use of Force Firearm: 2
- Citizen Complaint: 25 (21 Complaints/25 Officers)
- Grievance 1

Training/Evaluations

- Employee Performance Reports: 74
- Training Certificates: 380

By looking at the data listed above, it appears the system is working as intended. We are seeing Early Intervention Flags being triggered when they should, supervisors are monitoring the system and taking appropriate actions, and employees are interacting with the system.

2020 Officer of the Year



Corporal Dannis Collins was selected as Officer of the Year for 2020.

Corporal Collins is assigned to C Shift and is a leader on the shift. Over the last year he has become a more vocal leader and does a good job of mentoring younger officers. He is a “go to guy” on the shift and is often delegated responsibilities that he handles correctly and in a timely manner. He also does a good job of being a liaison between officers on the street and supervisors. We have trust that the decisions he makes are in line with the best interests of the Anniston Police Department.

Corporal Collins is a member of the Community Relations Unit (CRU). He is described as the leader of the unit by Sergeant Webb. Corporal Collins leads the CRU meetings and ensures that the proper personnel are lined up for events. Corporal Collins is an integral part of the toy drive and food drive that the CRU puts on, and he is also highly active in parades and other community events. This activity is equally as important, if not more so, as answering calls and working traffic because it shows a side of policing that is not often noticed. It shows that we are here to help and not just here to make arrests or write tickets.

Corporal Collins was selected as Officer of the Year because of his display of leadership and his invaluable contribution to the community he serves.

Community Relations Unit



Police officers are tasked with ensuring the safety of the community they serve. This can include traffic enforcement, conducting criminal investigations, and making arrests when needed. Providing a social service function is also key to ensuring community safety. This is especially true when other community resources designed to deal with situations like mental health, homelessness, etc., are underfunded, overburdened, and become inadequate.

The public must have trust and confidence in their police department if they are to be successful in their mission. Police officers cannot be in every neighborhood, business, school, etc., every minute of the day. They depend on citizens to provide them with information to assist in decisions about where to deploy their resources to be effective. Citizens are reluctant to approach and aid police in their mission if they believe the police do not treat people in fair and lawful ways. Police must be transparent and get to know the community they serve. If police are only seen when they are taking enforcement action, the perception that bias and mistreatment are common practice can take hold and discourage people from interacting with law enforcement.

We understand this at the Anniston Police Department. That is why we have found different ways to engage with members of the community outside of enforcement actions. We attend and participate in several events throughout the community every year to meet people under different circumstances. We have participated in Coffee with a Cop, the Special Needs Prom, neighborhood association meetings, community meetings, Read Across America, and several charity games, just to name a few.

2019 brought a lot of changes and expansion within the Anniston Police Department. One of the newly added units to the department is the Community Relations Unit. This newly formed unit, headed by Corporal Myers and Corporal Collins, has spearheaded the organization and execution of everything the department has been doing as far as community relations and community involvement is concerned. In 2019, they were able to provide over 150 children in our community with Christmas gifts that were in need. In 2020, they were still able to provide over 100 children with gifts in spite of COVID-19. This was an excellent opportunity to open dialog with people during the course of a positive experience and leave a good impression on our next generation.

The Community Relations Unit is made up of a diverse group of police officers who volunteered for the assignment. Officers are not always able to get out of their cars and talk to people when a good opportunity arises because of a high call volume. We know this is an area that is lacking in our community outreach efforts. In addition to our usual annual functions, this unit helps us meet this need. You should them, out walking or riding bicycles, in the schools, neighborhoods, businesses, and community centers regularly. These officers come in on their regularly scheduled off time to participate in CRU events. We have dedicated funding for extra staffing levels to ensure this happens.

With the level of dedication and commitment that has been shown since the Community Relations Unit has been active, we can expect great things moving forward.



The First Tee Program

Our Special Response Team needed new bulletproof vests, helmets, and other equipment. This specialized team of police officers routinely engages in high-risk operations, where the suspects may have weapons that would render traditional protective measures useless.



In 2017, Sergeant Kyle Price began seeking a way to fund the purchase of this equipment. He came up with the idea of starting a golf tournament, but he also wanted to use the contest as a resource to fund a local charity program as well. He met with City Manager Steven Folks, who was the City of Anniston Parks and Recreation director at the time. Mr. Folks suggested The First Tee Program, which he wanted to bring to Anniston for some time.

As listed on their website, The First Tee started as a way to bring an affordable junior golf program to communities that did not have them, especially in economically disadvantaged areas. What The First Tee soon discovered was that blending the rules of the game with life and leadership skills, kids and teens didn't just learn how to putt – they were learning important values.

By bringing golf to a whole new generation, The First Tee had a unique opportunity to focus on the life skills inherent in the game. Whether those challenges are social or emotional, The First Tee uses golf as the foundation for a curriculum that teaches a range of valuable life and leadership lessons.



In every experience with The First Tee, kids are introduced to their Nine Core Values: honesty, integrity, sportsmanship, respect, confidence, responsibility, perseverance, courtesy, and judgment. More information can be found at www.thefirsttee.org.

Through the annual golf tournament, Sergeant Price and the members of the Special Response Team were able to raise \$3,750.00 for the program in 2017, \$6,000.00 in 2018, \$10,000.00 in 2019, and \$10,000.00 in 2020. The money is placed into an account that was established by the Community Foundation, which funds these programs. The program was implemented at Randolph Park Elementary School in 2018, with hopes to spread to other schools later on. We are currently looking for additional coaches to implement the program in other schools.



Calls for Service

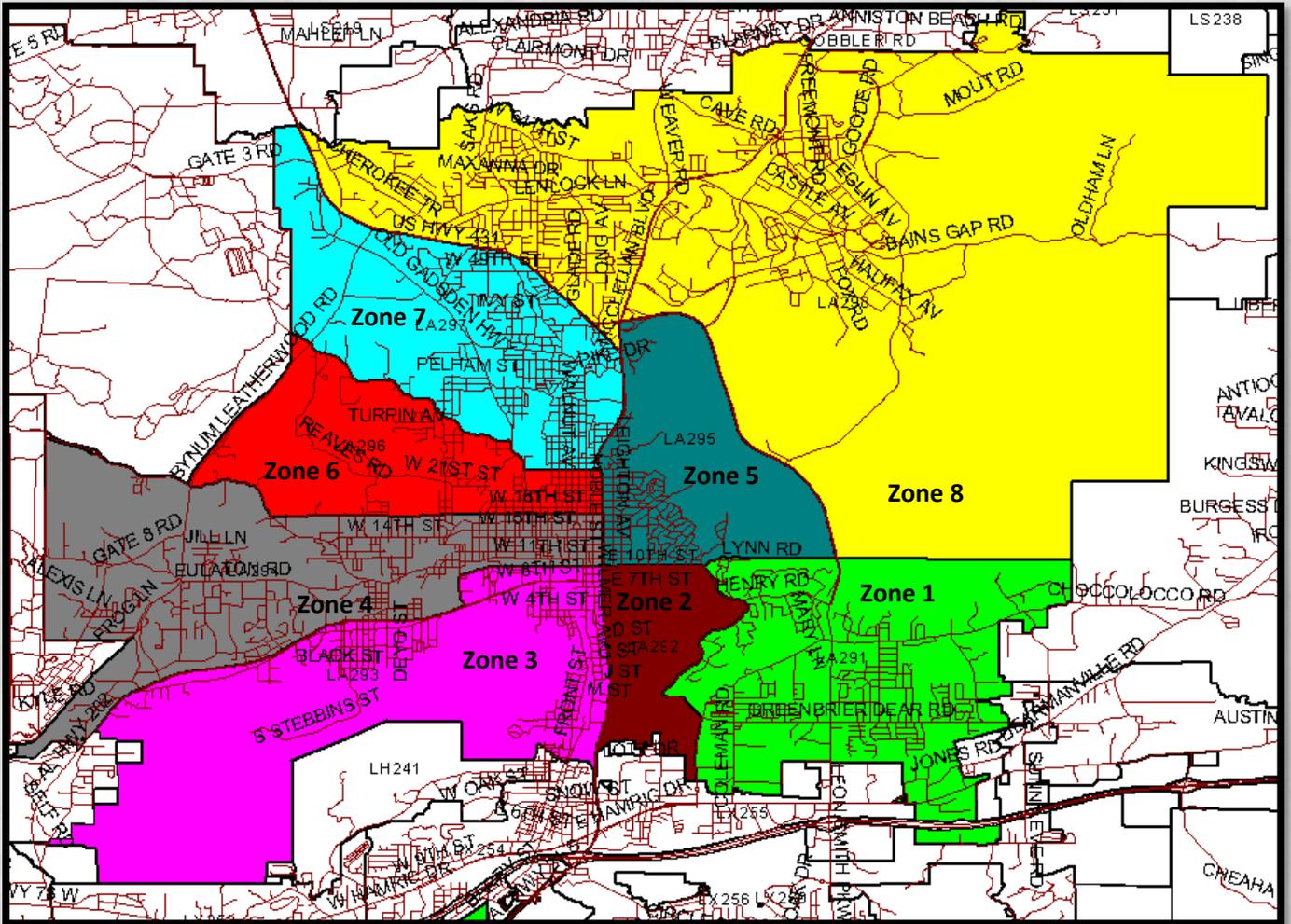
The Anniston Police Department answers several calls for service each year. These calls can range anywhere from violent crimes in progress to someone wanting us to deliver a message to a family member that they cannot reach. Areas of Anniston are placed into zones for a response. Officers are assigned to one of our eight zones, and that is their primary area of responsibility for the shift.

During 2020, The Anniston Police Department answered 31,898 calls for service. We also made 8,736 traffic stops in addition to those calls for service. The calls for service and traffic stops resulted in 468 felony arrests and 1,532 misdemeanor arrests. We completed 3,769 Incident/Offense reports (Reports taken to document a crime or incident of significant importance). Part 1 crimes (Murder, Rape, Robbery, Aggravated Assault, Burglary, Larceny-Theft, and Motor Vehicle Theft) only accounted for 5% of our calls for service. Violent crimes only accounted for 1% of our calls for service.

The next few pages contain maps of each zone with the number of calls answered in that area.

Zone map of Anniston

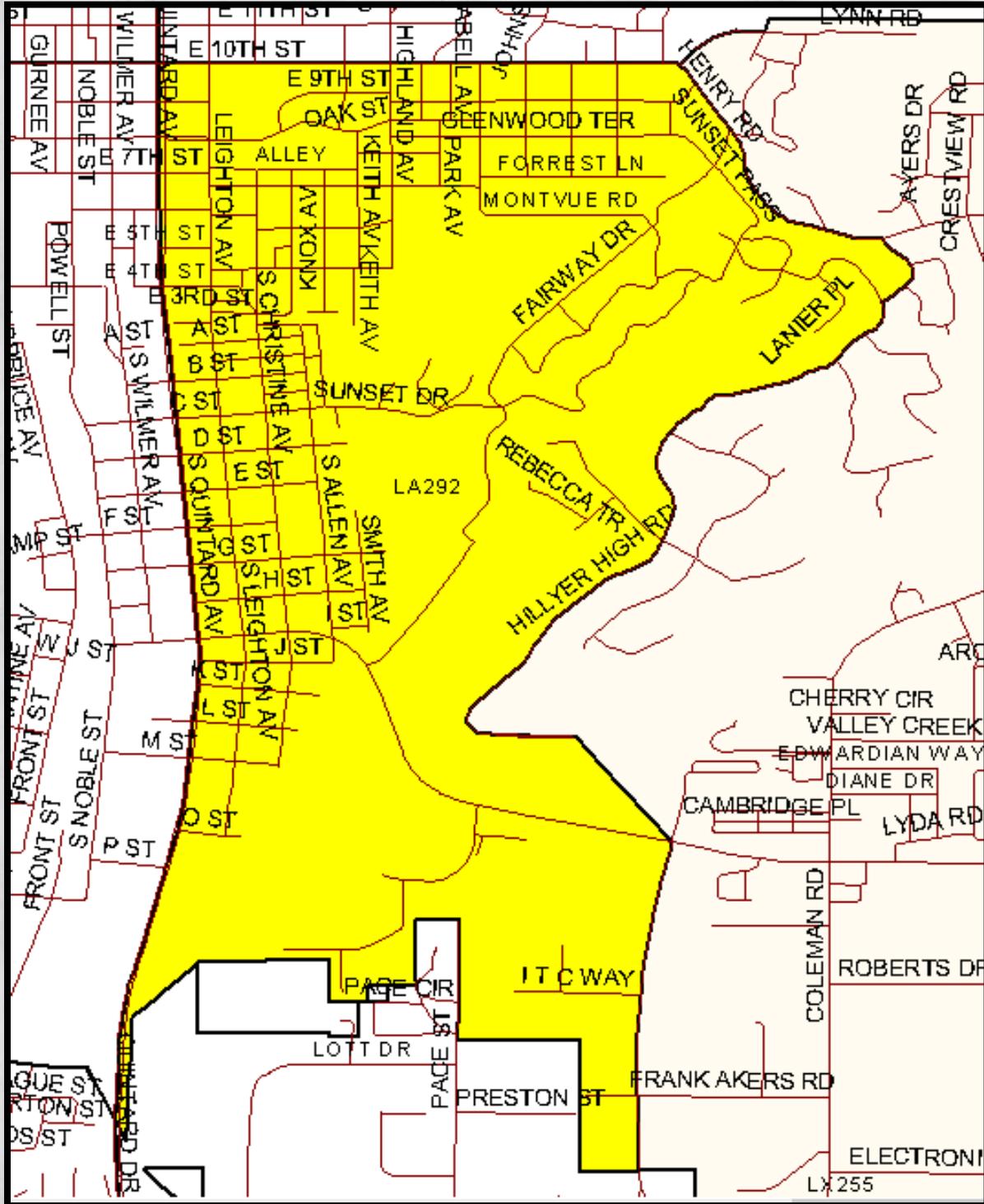
2020 – 31,898 Calls for Service



Map of Zone 2



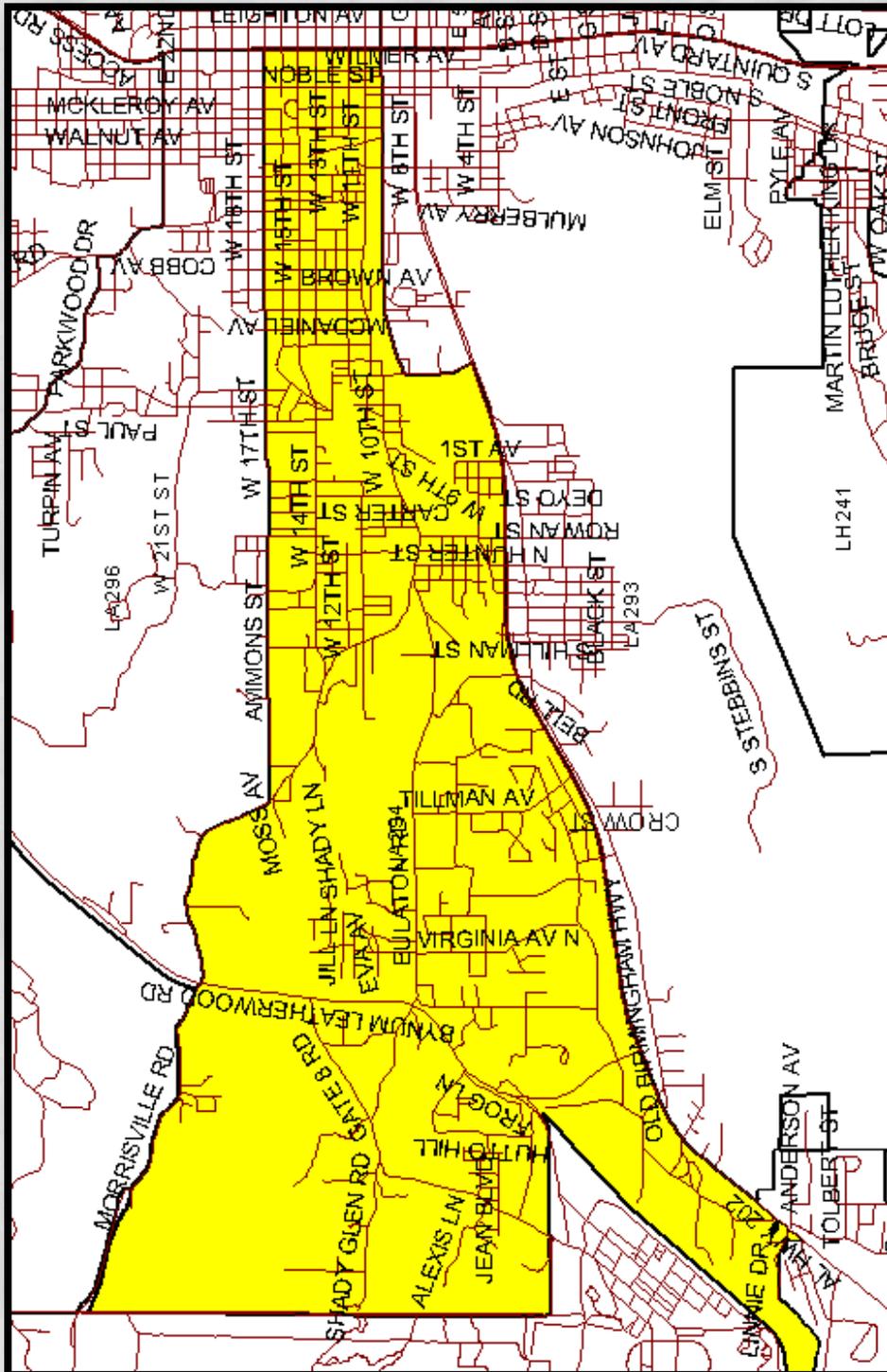
2020 – 2,712 Calls for Service



Map of Zone 4



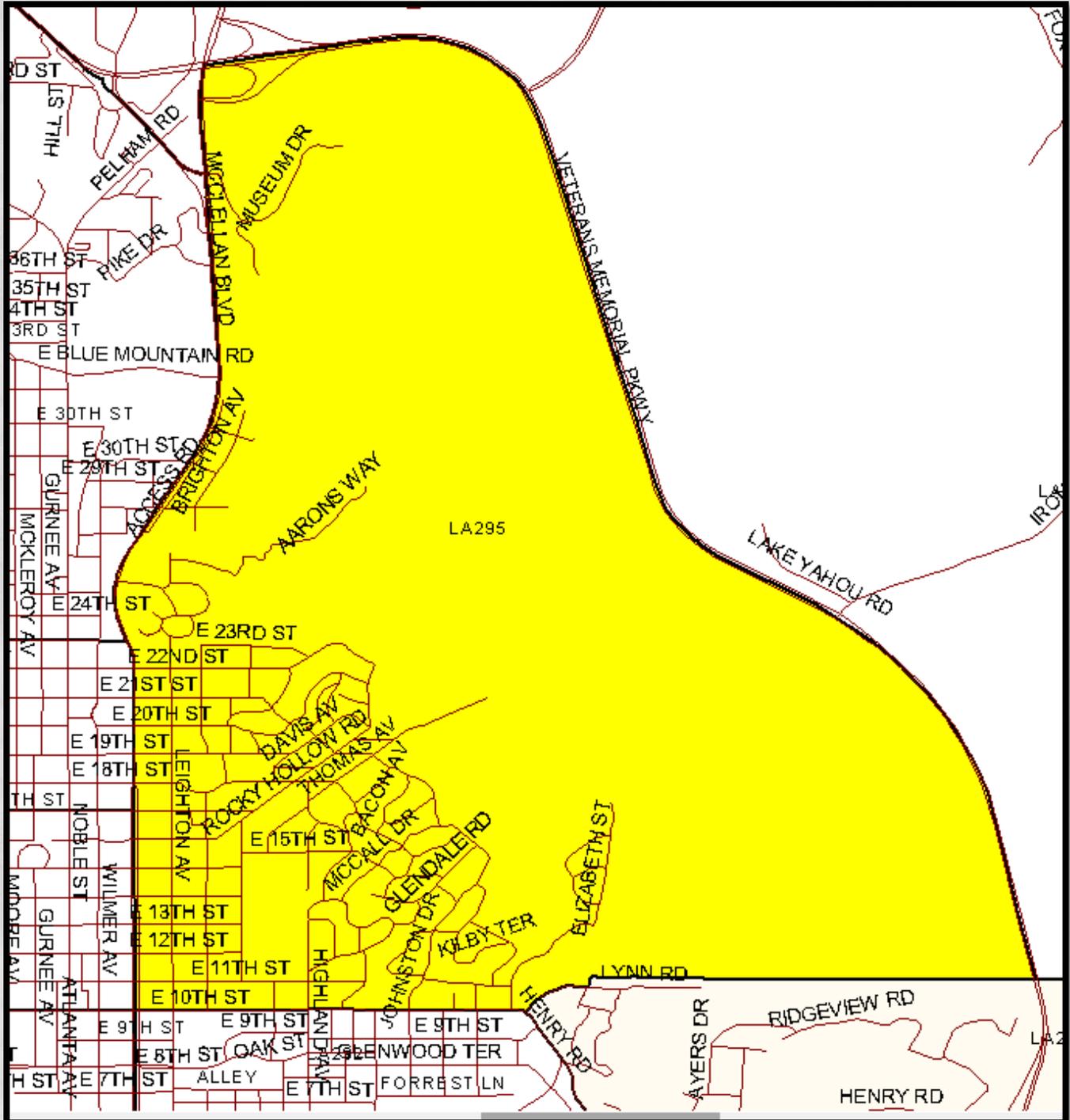
2020 – 5,718 Calls for Service



Map of Zone 5



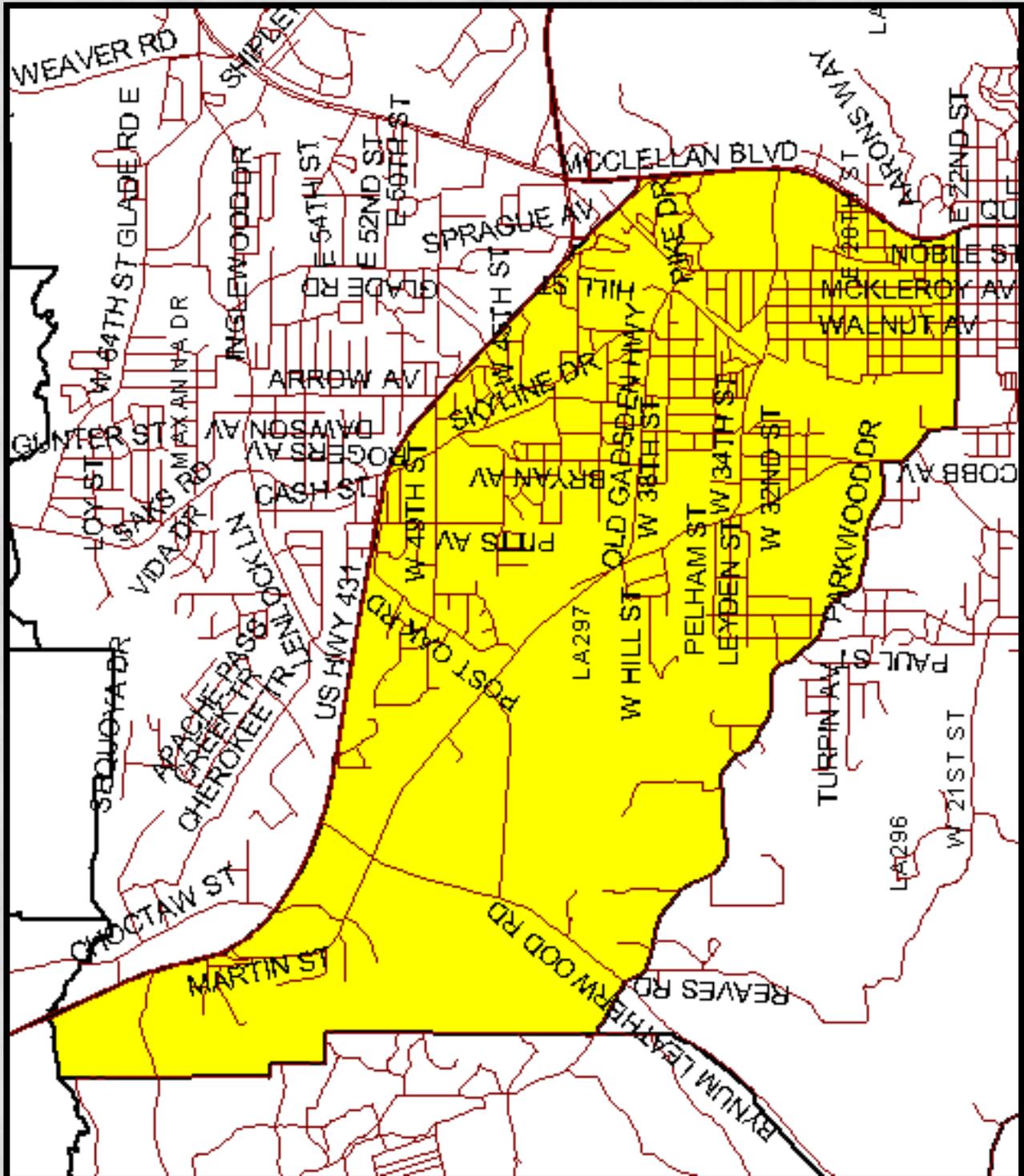
2020 – 3,591 Calls for Service



Map of Zone 7



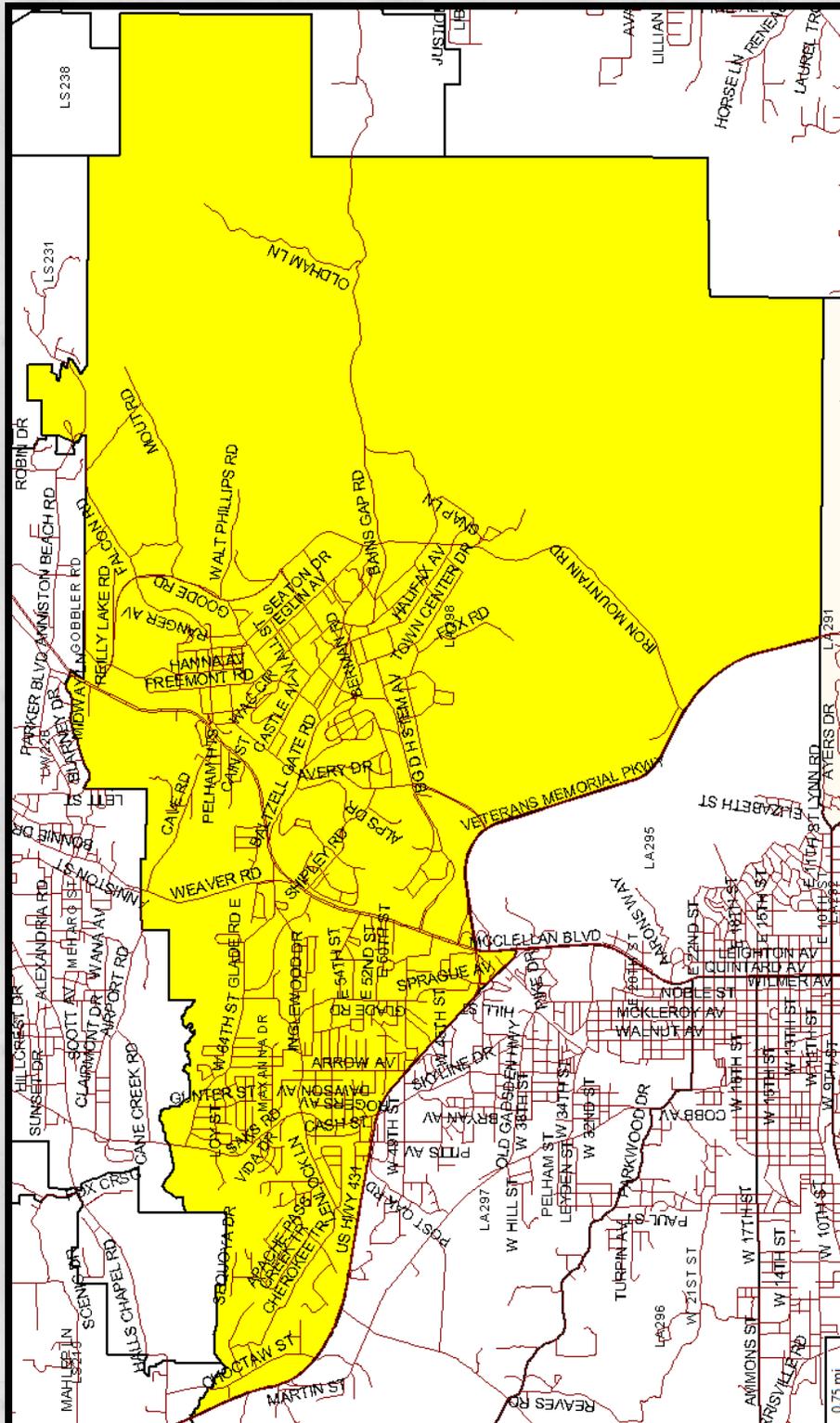
2020 – 6,099 Calls for Service



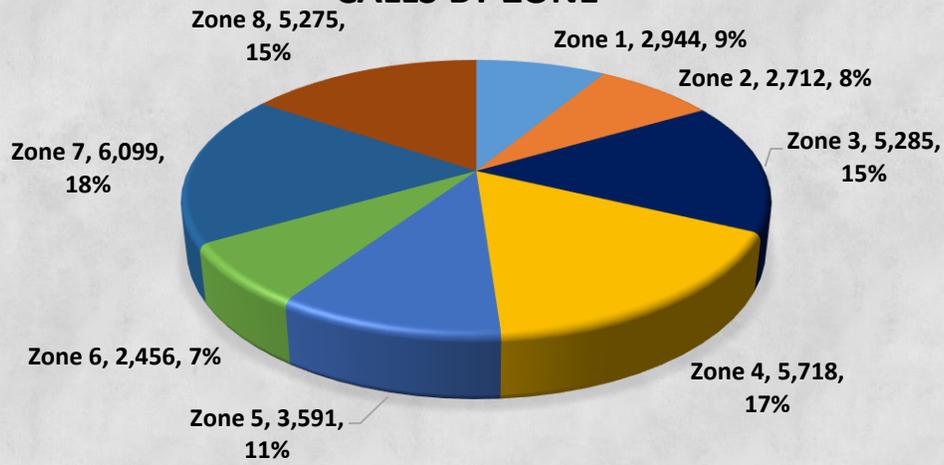
Map of Zone 8



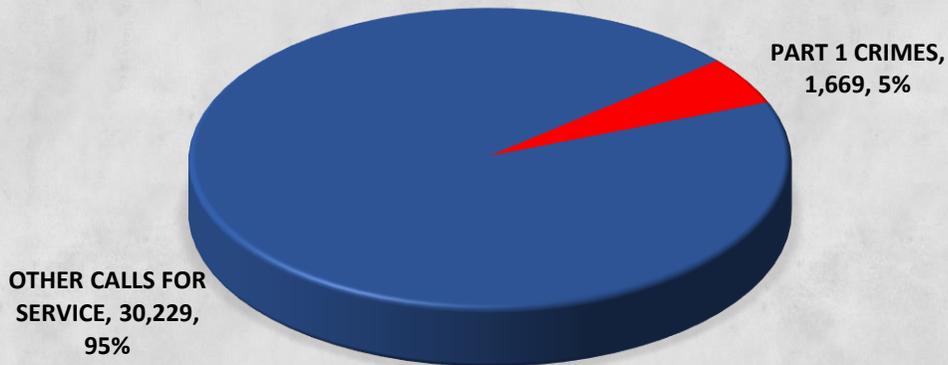
2020 – 5,275 Calls for Service



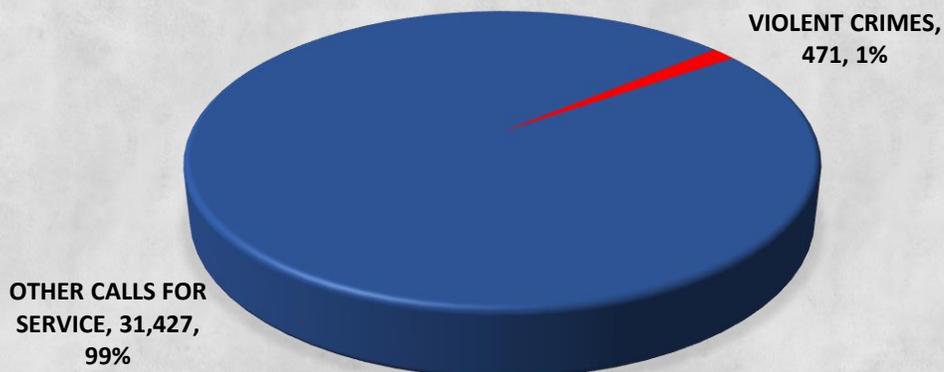
CALLS BY ZONE



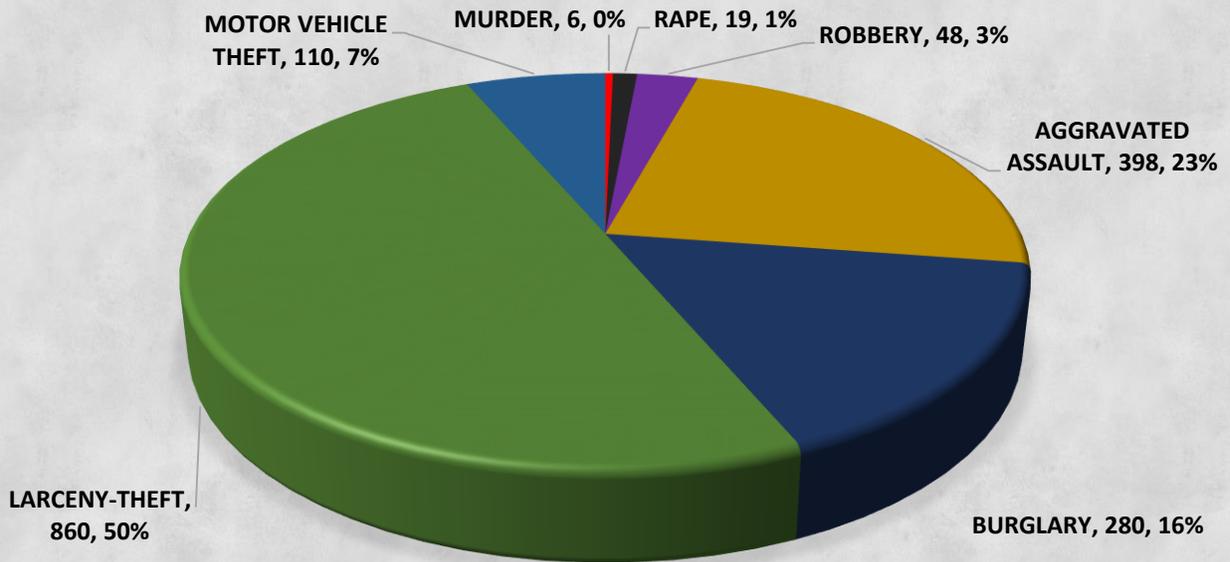
2020 PART 1 CRIMES VS OTHER CALLS FOR SERVICE



2020 VIOLENT CRIMES VS OTHER CALLS FOR SERVICE



2020 ANNISTON PART 1 CRIME OFFENSES



2020 ANNISTON VIOLENT CRIME OFFENSES



Moving Forward

Providing safety to the citizens and visitors of Anniston is our primary mission. We are always looking for ways to improve our services. We will continue to evaluate our policies and procedures to ensure we are operating at our best. We will continue to take advantage of our partnerships, and the opportunities they present, to better serve our community.

Over the past few years, Anniston formed the Anniston Police Citizen's Advisory Committee. Since that time, we have become more transparent by publishing several internal reports, such as the recruitment, anti-bias, use of force, and early warning system analysis, to our website. We also post weekly statistic reports to our popular social media pages, along with public safety campaigns. We will continue to be transparent and engage with our community outside of enforcement situations through courteous department-wide encounters.

In short, we will continue to provide professional police service with honor, integrity, and the respect that you have come to expect from your police department, and we appreciate your continued support.